The MORTGAGE Centre
Discount Rates Page A8

CAUT ACPPU
BULLETIN

Counting Out The Scholars
Get Your Copy
Page A13

Online · www.caut.ca · En ligne | Vol 49 · No 5 · May 2002 mai | Ads · ads@caut.ca · Publicité

Meet CAUT's New Executive

At the CAUT Council meeting held in Ottawa April 25–27, delegates elected new members to the executive committee. ■

See EXECUTIVE COMMITTEE Page A10 ☞

Academic Freedom Fund

Current Donors

Faculty Associations
University of New Brunswick (AUNBT) — $50,000
University of Guelph (UGFA) — $25,000
Saint Mary's University (SMUFU) — $22,000
University College of Cape Breton (UCCBFAUT) — $11,000
University of Victoria (UVicFA) — $12,000
McMaster University (MUFA) — $10,000
Mount Saint Vincent University (MSVUFA) — $14,000
University of Waterloo (FAUW) — $10,000
University of Calgary (TUCFA) — $28,605
Association of Nova Scotia University Teachers (ANSUT) — $1,000
University of Regina (URFA) — $10,000
Mount Allison University (MAFA) — $2,420
University of Winnipeg (UWFA) — $1,000
Algoma University College (AUCFA) — $680
College Institute Educators' Association of British Columbia (CIEA) — $1,500
Queen's University (QUFA) — $5,000
McGill University (MAUT) — $6,500
Nova Scotia College of Art and Design (FUNSCAD) — $500
Canadian Military Colleges (CMCFA) — $3,000
Athabasca University (AUFA) — $10,000
Memorial University (MUNFA) — $8,000

Pledged to Date: $232,205

Initial Target $1,000,000

Toronto Settles Pension Dispute

PHOTO: DANIS TOOMEY/TORONTO STAR

Equality — Retired U of T professors Ursula Franklin (front left) & Blanche van Ginkel (front right) filed lawsuit.

Four retired professors have scored a precedent-setting victory by obtaining a settlement of their equity claim against the University of Toronto. While terms of the settlement remain confidential, about 60 retired female professors, who were excluded from the university's 1989 faculty salary review process, will receive compensation.

In a lawsuit brought last year, Ursula Franklin, Phyllis Grosskurth, Blanche van Ginkel and Cicely Watson claimed the university had been unjustly enriched from decades of paying women less than men.

Franklin, a distinguished science scholar and recipient of the Pearson Peace Medal, said the settlement is welcome.

The mediated settlement, she said, will "benefit more people than would have been possible through the court case. It also ensures the retired women will immediately benefit, which is especially important as many of them are in their 80s and 90s."

She said one important aspect of the settlement is that it simplifies procedures for the claimants.

"People will not have to go searching through 50 years of paperwork, or be excluded because they have moved into a small apartment and thrown out all their old records," Franklin said.

Compensation was not the only redress the retirees

See PENSION Page A12 ☞

L'entente prouve que le Dr Healy avait raison

L'Université de Toronto et le Centre de toxicomanie et de santé mentale (CTSM) ont accepté de conclure une entente dans l'affaire hautement médiatisée mettant en cause le Dr David Healy.

L'année dernière, le Dr Healy a intenté des poursuites contre l'université et le CTSM prétendant que son contrat de directeur de clinique du programme sur les troubles de l'humeur et l'anxiété au CTSM et de professeur de psychiatrie à l'Université de Toronto avait été indûment annulé à la suite d'une conférence qu'il avait donnée et au cours de laquelle il avait critiqué le rôle des sociétés pharmaceutiques dans la recherche universitaire.

« Nous considérons ce règlement comme une consécration pour le Dr Healy », a déclaré Vic Catano, le président nouvellement élu de l'ACPPU.

Dans la déclaration conjointe rendue publique par les parties le 26 avril, l'université a dit que ce règlement mettait en évidence le fait qu'elle soutenait la libre expression des opinions critiques et qu'elle reconnaissait les travaux d'érudition du Dr Healy en confirmant sa nomination à titre de professeur invité de la faculté de médecine. »

« Voilà une reconnaissance manifeste de la qualité et de l'intégrité des travaux scientifiques du Dr Healy », a ajouté M. Catano.

Voir L'ENTENTE à la page A11 ☞

'A Complete Vindication' for Dr. David Healy

The University of Toronto and the Centre for Addiction and Mental Health have agreed to a settlement in the highly-publicized case of Dr. David Healy.

Healy launched a lawsuit last year against the university and the centre alleging his employment contract to be clinical director of the mood and anxiety disorders program at CAMH and professor of psychiatry at the U of T had been inappropriately cancelled following a lecture he gave critical of the role of pharmaceutical companies in university research.

"We see the settlement as a complete vindication for Dr. Healy," said newly-elected CAUT president Vic Catano.

In a joint statement released by the parties April 26, the university said it "underscores its support for free expression of critical views and acknowledges Dr. Healy's scholarship by confirming it will be appointing him as a visiting professor in the faculty of medicine."

Catano said the statement "is a clear acknowledgement of the quality and integrity of Healy's scholarly work."

The joint statement also said Healy "intends to continue to write and speak on issues concerning pharmaceutical companies, research and academic freedom."

"Our hope," Catano said, "is that the case also motivates the U of T and all other universities in Canada to more vigorously defend the academic freedom of faculty appointed at university-affiliated teaching hospitals and research institutions." ■

Nos universités, notre avenir.

AUDIENCES
Les témoignages à Vancouver, Pointe-de-l'Église et Windsor.
Voir Pages A4–A5

BOOKSHELF
The CIA's hidden weapon in America's cold war struggle.
See Page A8

Win at Nipissing A7
Sondage Décima A9
BC Goes Private A11
Carrières B1
Commentary A14

CAUT ACPPU
BULLETIN

PUBLISHED BY/PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

2675, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhaime@caut.ca

PRESIDENT/PRÉSIDENT
Victor Catano

EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL
James Turk

MANAGING EDITOR/RÉDACTRICE EN CHEF
Liza Duhaime

ADVERTISING & CIRCULATION/PUBLICITÉ ET DIFFUSION
Lynn Braun

EXECUTIVE ASSISTANT/ADJOINTE DE DIRECTION
Janet Creery

GRAPHIC DESIGN/GRAPHISME
Kevin Albert

EDITORIAL BOARD/COMITÉ DE RÉDACTION
Chris Dennis, James Turk, Tom Booth, David Robinson, Victor Catano, Liza Duhaime

COMMENTS? QUESTIONS?
Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

COURRIER DES LECTEURS
La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

The CAUT Bulletin is published each month September through June. Average distribution 34,500. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available via the Bulletin Online at www.caut.ca.

Copyright: Reproduction without written permission by the publisher and author is forbidden. Copyright in letters and other materials submitted to the publisher and accepted for publication remains with the author, but the publisher may choose to translate and/or reproduce them in print and electronic form. All signed articles express the view of the author(s). CAUT Guidelines and Policy Statements are labelled as such.

Le Bulletin de l'ACPPU est publié chaque mois, de septembre à juin. Tirage moyen : 34 500. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le Bulletin est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces classées et un choix d'articles sont reproduits dans le Bulletin interactif, sur le site www.caut.ca.

Droit d'auteur : Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. L'auteur conserve le droit d'auteur pour les lettres et autres documents soumis à l'éditeur et acceptés aux fins de publication. L'éditeur peut cependant choisir de les traduire ou de les reproduire, ou les deux, sous forme imprimée et électronique. Tous les articles signés n'engagent que leurs auteurs. Les énoncés de principes et les directives de l'ACPPU sont présentés comme tels.

SUBSCRIPTIONS/ABONNEMENT
Questions regarding subscriptions and distribution can be directed to Natalie Savard, Tel: 613/820.2270; Fax: 613/820.7244; Email: savard@caut.ca.

Pour les questions au sujet de l'abonnement et de la diffusion, prière de s'adresser à Natalie Savard; Tél. : 613/820.2270; Télec. : 613/820.7244; savard@caut.ca.

MEMBER OF/MEMBRE DE
Canadian Association of Labour Media
L'Association canadienne de la presse syndicale

PRINTED IN CANADA BY/IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

CAUT Updates Procedures for Academic Freedom Cases

IN response to the Olivieri committee of inquiry recommendations, CAUT Council revised procedures for handling of academic freedom complaints.

"The new procedures allow for a more expeditious handling of complaints and a greater range of options to get matters effectively resolved," said CAUT president Vic Catano. "We now have provisions for both our traditional ad hoc investigatory committees and new provisions for independent committees."

In its findings issued last fall, the authors of the Olivieri report recommended CAUT "review and revise its policies ... so as to be in a position to promptly intervene to ensure expeditious access to a fair and effective resolution process." The report also called for new procedures to ensure "the independence of committees of inquiry into cases that are prima facie serious."

The authors noted had CAUT been able to take quicker action in the Olivieri case, events might have developed in a different way.

"CAUT took the committee's comments and recommendations very seriously," Catano said. "We feel we now have a system that will serve us well in defending academic freedom."

He said the changes adopted by Council will also expand the role of CAUT's Academic Freedom and Tenure Committee to undertake education and advocacy with members and the public on issues of academic freedom and tenure.

"The committee of inquiry stressed the importance of CAUT doing more to make our members aware of the importance of academic freedom and of the responsibility of all academics to uphold and defend it," Catano said. ■

Traitement des causes de liberté universitaire

COMME suite aux recommandations du comité d'enquête sur l'affaire Olivieri, le Conseil de l'ACPPU a révisé les procédures de traitement des plaintes en matière de liberté universitaire.

« Les nouvelles procédures permettent de traiter plus rapidement les plaintes et offrent un plus grand choix de solutions pour régler les litiges efficacement », a déclaré le président de l'ACPPU Vic Catano. « Nous possédons maintenant des modalité pour nos comités d'enquête spéciaux traditionnels et de nouvelles dispositions pour les comités indépendants. »

Dans leurs conclusions rendues publiques l'automne dernier, les auteurs du rapport Olivieri ont recommandé à l'ACPPU « [d']examiner et [de] réviser ses politiques [...] de sorte qu'elle puisse intervenir promptement et assurer rapidement l'accès à un processus équitable et efficace de résolution du différend ». Les auteurs demandent également de nouvelles procédures pour assurer « l'indépendance dont doivent jouir les comités d'enquête sur des causes qui, de prime abord, sont sérieuses ».

Voir TRAITEMENT à la page A9 ☞

Queen's Faculty Association Ratifies 3-Year Agreement

QUEEN'S University Faculty Association members voted overwhelmingly April 16 to accept a new collective agreement. The three-year agreement includes a scale increase of 2.7 per cent the first year and 2.5 per cent the second year. The scale increase for year three will be negotiated. In addition, the union negotiated a special adjustment for junior faculty members in low paid disciplines, and a new floor for assistant professors with tenure track appointments. Merit and career development amounts and junior increments will increase each year of the agreement by the amount of the scale increase. The anomalies fund continues at $110,000 per year and the total available for tuition support will be $390,000 per year. The child care benefit fund is $220,000 in each of the three years.

"The administration did not agree to any increase in the paid maternity or parental leaves," said QUFA chief negotiator Marvin Baer. "However, the parties did agree to make the commencement of these leaves more flexible, to broaden the definition of parents, and to ease the transition back to work of biological mothers."

As well as improvements to compensation and benefits, the agreement includes amendments to articles covering working conditions, early retirement, workload, employment equity, grievance procedures, appointments, renewal, tenure and promotion.

Baer said progress was made in securing potentially greater security for all current bargaining unit adjuncts and the new agreement contains substantial changes to the articles relating to adjuncts.

"Current term adjuncts will now be guaranteed appointments of two or three years when renewed after three consecutive years of service, instead of facing the possibility of an endless sequence of eight month appointments," Baer said. "Initial and renewable adjuncts with six consecutive years of service will be able to move into continuing adjunct appointments when promoted to the rank of adjunct associate professors instead of being trapped in, at best, a series of three year appointments." ■

Queen's 2002–2005 collective agreement is available at www.queensu.ca/qufa.

Contract Talks Stymied at Sudbury

THE University of Sudbury is poised to implement a controversial document of Vatican dictates on the acceptable scope of academic inquiry and Catholic university structure.

"These are changes of a magnitude that is staggering," Laurentian University Faculty Association's chief steward, Peter Simpson, said after hearing the news at the bargaining table.

He said the administration proposes to redefine the university as a Roman Catholic institution that "attorns to the general norms of *Ex corde Ecclesiae*." The document requires "commitment to Catholic ideals, principles and attitudes in carrying out research, teaching and all other university activities."

The faculty association is bargaining for a first contract for Sudbury's newly-unionized faculty members. "It's surprising news," Simpson said. "Absolutely nothing prepared us for this announcement."

Simpson said the administration balked at union proposals containing fundamental provisions for academic freedom, saying only, "The standard academic freedom provisions mean that a professor could stand up in class and say 'the Roman Catholic church is wrong'."

Simpson said the employer's chief negotiator notified LUFA last month that any statement of academic freedom that conflicts with the Vatican's statement is "unacceptable."

Faculty members have further cause for concern. Designation as a Catholic university requires the majority of faculty members to be Catholic, the designation of an "appropriate ecclesiastical authority" in approving programs and the elimination of any teaching inconsistent with church doctrine.

The University of Sudbury is an undergraduate, liberal arts university federated with Laurentian University. Simpson said Sudbury's new president, Kenneth-Roy Bonin, is the driving force behind the attempt to alter the university's structure. "There is no sign of how the board of regents intends to implement the changes."

Laurentian University Faculty Association became the certified bargaining agent for more than 30 full and part-time teachers and professional librarians at Sudbury during the organizing campaign late last year. LUFA is challenging the employer position on alteration of the institution on a number of fronts, including actions filed before the Ontario Labour Relations Board.

Simpson also said the employer has altered the terms of employment for union members during the "freeze period" of bargaining, and it has refused to bargain with faculty members unless the teachers take leave without salary for any hours spent in bargaining. ■

On August 15, 1990, Pope John Paul II issued an apostolic constitution on Catholic higher education entitled Ex corde Ecclesiae. The constitution can be viewed at www.vatican.va/holy_father/john_paul_ii/apost_constitutions/documents/hf_jp-ii_apc_15081990_ex-corde-ecclesiae_en.html.

President's Column

United We Stand

By TOM BOOTH

By the time you read this column CAUT will have a new president. Over the past two years, the association has encountered and dealt with a wide range of challenges and developments. Our accomplishments have been many.

In this time CAUT published *The Corporate Campus*, edited by James L. Turk, *The Olivieri Report*, by Jon Thompson, Patricia Baird and Jocelyn Downie (in its second printing) and *Counting Out the Scholars*, by William Bruneau and Donald C. Savage. These publications, joined by the launching of the CAUT Almanac of Post-Secondary Education in Canada, deeply enrich our understanding of the past, present and possible future of issues and problems currently confronting us.

Our ranks have grown with the addition of the College Institute Educators' Association of British Columbia, the Association of Nova Scotia University Teachers and the University of Saskatchewan Faculty Association. All three associations have already significantly contributed to the rich tapestry that we call CAUT.

The launch of the National Union of the Canadian Association of University Teachers and the establishment of the Academic Freedom Fund embody the important standards that protect the quality of post-secondary education.

A special April 2001 Council event, recognizing CAUT's 50th year, unveiled an association banner designed, sown and painted by Carole Conde and Karl Beveridge. Delegates were treated to a description of the banner by its artists followed by remembrances of CAUT by past presidents Howard McCurdy (1967–1968), Ken McGovern (1982–1983), Pamela Smith (1988–1990), and William Bruneau 1996–1998. Donald C. Savage, executive director from 1972–1997, completed the historical collage and James Turk, current executive director, spoke to the future under CAUT's banner.

The striking, three-paneled banner captures the fabric of CAUT and symbolizes the past and future of the association. When not on display at Council meetings, it resides in the salon at 2675 Queensview Drive, the national headquarters. I encourage all members of CAUT to go and see what we are and what we stand for.

We were privileged to have Margaret-Ann Armour accept the Sarah Shorten Award, Nancy Olivieri accept the Milner Award and Don White accept the Academic Librarians Distinguished Service Award. These individuals, following in the footsteps of distinguished recipients of the respective awards, epitomize the commitments of CAUT to organizational leadership, policy implementation, legislation, publication, educational initiatives and dedicated service in advancement of women in Canadian universities, understanding and strengthening of academic freedom, and advancement of the status and working conditions of academic librarians. It is the dedication of individuals like these that makes CAUT a vibrant and enduring organization. Our good fortune is that we are blessed by advocates such as Armour, Olivieri and White.

Not only are we blessed from within our ranks, but individuals outside our association have taken up the call of the issues and challenges facing post-secondary education. The fall Council of 2001 saw the establishment for awards in post-secondary education journalism and the first recipients are Simon Rabinovitch, copy editor of the McGill Daily, for his article "Corporations Limiting Academic Freedom?" and Globe and Mail reporter Anne McIlroy for her article "Under Siege in the Ivory Tower." We are indebted to journalists such as Simon and Anne, and many others, who advance our issues, even in the face of concerted opposition. It is our privilege to be able to recognize their contributions.

Despite all of the above accomplishments, our greatest treasure is our strong affiliation with students, particularly the Canadian Federation of Students. Together, we have addressed many of the issues confronting post-secondary education. United, we have advanced the cause of universal, accessible, affordable, comprehensive, publicly accountable and transparent colleges and universities.

The struggle for our institutions and what they stand for continues and we can only be made more effective by a sustained, strong alliance with students... students like the hundreds I met over the course of my tenure as president. We must concertedly endeavour to remain united and engaged.

Homework!

Drying Out the Slurry

The Watsyoris Mine has just filled an open tank with 4,000 kg of slurry, which is 99% water and 1% tailings by weight. Since it was pretty heavy to transport, the proprietors left the tank until some of the water could evaporate away. After a while, the slurry was 98% water. How much did it weigh then?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

Palestinian Education in Disarray

Commentary

By ELIA ZUREIK

With more than half of the 10 million Palestinians worldwide classified as refugees and displaced people, it is understandable why Palestine's history is imbued with the experience of dispersal and exile. Even those who did not become refugees as a result of the 1948 and 1967 wars continue to live under foreign rule of one form or another.

The Oslo agreement, signed in 1993 between Israel and the Palestinians, promised to bring a semblance of peace to a segment of the Palestinian population — those 3.5 million people who live within the West Bank and Gaza Strip. After 35 years of Israel's direct and indirect rule of the territories, and the failure of the Oslo agreement to rid Palestinians of occupation, a second uprising erupted in September 2000.

It is significant that the first uprising, which broke out in December 1987 and lasted for six years, culminated in the Madrid Middle East peace conference and the subsequent signing of the Oslo agreement. The human capital toll resulting from the first intifada is now being felt at the university level among a generation of young people who had its education disrupted for six consecutive years.

On the eve of the second uprising, unemployment in the territories reached 40 to 50 per cent, and the GNP dipped to $1,500 (U.S.) for the West Bank and $750 (U.S.) for the Gaza Strip. Israel's GNP stood at $17,000 (U.S.), akin to many western industrialized countries. International organizations currently estimate that poverty affects almost 50 per cent of the Palestinian population, and is substantially higher among refugees.

A colonial situation of occupiers and occupied typifies the relationship between Israel and the Palestinian territories. The Palestinian territories constitute a major consuming region for Israeli products and, until recently, a major source of low-wage employment for unskilled and seasonal workers.

For the last 35 years, Israel has embarked on confiscating land, building settler colonies and a network of bypass roads for exclusive Jewish use, slicing up the Palestinian localities into noncontiguous regions, decimating agriculture as a viable sector, imposing tight control over movement of people in the territories, and exercising sole authority over water resources.

Add to this the doubling of Jewish settlers during the last decade to 200,000, and you have total strangulation of the Palestinian territories and its dependence on Israel. These conditions must be considered central in accounting for the latest uprising and desperate use of resistance by the Palestinians against occupation.

With roughly half of the population under the age of 15, education is bound to occupy a central place in Palestinian nation building. There are 12 nonprofit universities and more than a dozen public and private community colleges enrolling about 70,000 students, and accounting for two per cent of the Palestinian population. Thirty per cent of all education spending is consumed by higher education, while slightly less than two per cent of Palestinian GDP is devoted to education. As a recent paper published by the Boston Center for International Education noted, these figures are above corresponding figures for the region.

On other indicators, however, Palestinian higher education does not fare all that well. For example, tuition fees account for 68 per cent and 86 per cent of university current costs and share of total revenue, respectively, and are high by international standards.

The bulk of university students majors in the social sciences, humanities and commerce. Women account for slightly less than 50 per cent of student enrolment. Graduate studies at the master's level account for a meager three per cent of student enrolment. There are no doctoral programs. The majority of teaching staff in the universities is male (85 per cent). At the community college level, male teachers comprise 70 per cent of all teaching staff. The universities have poorly equipped science laboratories, and the libraries are similarly under funded. For example, the total number of books in all university libraries is around 800,000 volumes, barely comparable to what one finds in a medium-size Canadian university.

The expansion of Palestinian higher education, a weak economy, and volatile political climate have meant financial insecurity for the Palestinian Authority, which assumed

See PALESTINIAN EDUCATION Page A6

Règlement du litige sur les pensions à l'Université de Toronto

Quatre professeures à la retraite ont établi un précédent en obtenant gain de cause contre l'Université de Toronto relativement à leur demande de parité.

Les conditions du règlement demeurent confidentielles. Néanmoins, près de 60 professeures à la retraite, exclues de la révision des salaires du corps professoral effectuée par l'université en 1989, recevront un dédommagement.

Dans une action en justice intentée l'année dernière, Ursula Franklin, Phyllis Grosskurth, Blanche van Ginkel et Cicely Watson ont allégué que l'université s'était injustement enrichie pendant des décennies en rémunérant les femmes moins que les hommes.

Mme Franklin, une scientifique émérite et récipiendaire de la Médaille Pearson pour la paix, a accueilli le règlement avec satisfaction.

Selon elle, le règlement obtenu avec l'aide de la médiation, « profitera à plus de personnes qu'il n'aurait été possible devant un tribunal. Il garantit aussi que des retraitées en profiteront immédiatement, ce qui est particulièrement important, car nombre d'entre elles ont plus de quatre-vingts ans. »

Elle a ajouté qu'un des aspects importants du règlement est qu'il simplifie les procédures de réclamation.

« Les demandeures n'auront plus à remonter jusqu'à 50 ans en arrière pour chercher des documents ou ne seront plus exclues parce qu'elles ont déménagé dans un petit appartement et qu'elles ont jeté leurs vieux dossiers », a-t-elle poursuivi.

Le dédommagement n'était pas la seule réparation que les retraitées cherchaient à obtenir dans leur poursuite. Les quatre femmes ont demandé qu'il soit reconnu qu'il y avait eu discrimination systémique et ont obtenu cette reconnaissance.

Dans un communiqué diffusé le 19 avril, le vice-recteur de l'université, Vivek Goel, a déclaré que l'université n'avait pas fait preuve d'équité pour assurer à tous les membres du corps professoral dont les réalisations et l'ancienneté étaient semblables au sein de la même discipline qu'ils reçoivent des prestations analogues.

Mme Franklin a dit que le gain le plus important était dans le principe.

« Nous n'avons pas obtenu le maximum mais nous estimons que le règlement est honorable », a-t-elle déclaré. Elle a ajouté que les procédures avaient duré seize mois et qu'elle était très soulagée qu'elles soient terminées. « Ce n'est pas un passe-temps que je recommande. »

Elle a dit souhaiter que le règlement aide d'autres femmes à obtenir un dédommagement juste sans avoir à subir un processus aussi ardu.

Me Mary Eberts, l'avocate de Toronto qui a défendu les femmes, a affirmé que leur victoire créait un précédent important. « Il revient maintenant à d'autres femmes de créer un bon précédent en faisant valoir leur cause. »

Selon la sociologue Helen Breslauer, qui a témoigné à titre de témoin expert, les statistiques révèlent que les femmes universitaires au Canada ont toujours été insuffisamment rémunérées. ■

L'ACPPU demande aux associations locales et aux membres individuels affiliés de soutenir les efforts historiques de ces quatre professeures retraitées en envoyant un don à leur caisse de services juridiques. Les dons devraient être acheminés à Me Mary Eberts du cabinet d'avocats Eberts, Symes Street & Corbett, 133, avenue Lowther, Toronto (Ontario) M5R 1E4. Les chèques doivent être faits à l'ordre du « Law Office of Mary Eberts, in trust ».

Student Watchdog Sounds Alarm over Privatization Agenda

Windsor

POST-SECONDARY education is becoming more inaccessible at the same time as the value of a university degree or a college diploma is greater than ever, according to the national chairperson of the Canadian Federation of Students.

Speaking in Windsor at public hearings organized by CAUT and the University of Windsor Faculty Association last month, Ian Boyko said it's time the federal and provincial governments make accessibility a reality.

"There has never been a truly accessible system of post-secondary education in Canada," Boyko argued. "And today, equality of access is not driving the student financial assistance agenda. What's driving the agenda is privatization."

Boyko said most governments in Canada are offloading the costs of post-secondary education onto students by allowing tuition fees to soar and student debt levels to climb even higher.

"Accessibility is far from being addressed," agreed Enver Villamizer of the University of Windsor Students' Association. "It's actually being hindered. Students from lower-income families are being hindered from attending university."

Howard McCurdy, a former professor and federal member of parliament, called for a national debate on whether tuition fees should be charged for post-secondary education.

"When universal elementary and secondary education were adopted, the reasons for it were clear," McCurdy said. "Industry needed educated people. Today, the same need applies when it comes to post-secondary education. But then why have we not seen the logic of the past applied to what we need to do in the present?"

New Technology

David Noble, a professor of social science at York University, claimed tuition fees are rising and accessibility is being compromised because of the "billions of dollars" universities and colleges have spent on on-line education technology.

"Without any evidence of any pedagogical value, without any evidence of any economic viability, without any evidence of any demand on the part of students or faculty, billions of dollars were spent and are still being spent," Noble said. "And the money that has gone into it is money that has not gone into education. It has become a driver of fee increases."

"In terms of introducing new technology into universities, I think the government and the administration have got it completely wrong," added Richard Frost, head of the computer science department at the University of Windsor. "On-line education is a really poor substitute for real university education. A computer cannot conduct research, technology can't create new courses, and it can't provide peer support and motivation. We should only use technology to improve the infrastructure so that we can do what we're already doing but do it a little bit better."

Academic Freedom

Concerns about academic freedom were also raised at the hearings. CAUT past president Tom Booth argued it is in the public interest that researchers and teachers have the right to "challenge the received wisdom or established order of the day."

"The exercise of academic freedom has been important in the past, and I would argue is just as important today," Booth said. "As we look around us, both at home and globally, we see that power and wealth is becoming ever more concentrated and voices of dissent are harder and harder to hear. In a world of this kind, I believe we have not just the right but a duty to exercise our academic freedom."

Alan Sears, a professor of sociology at the University of Windsor, argued academic freedom needs to be understood within the context of "freedom in society at a moment when freedom in society is under attack in a number of ways."

He noted the crackdown on dissent and protest, particularly in the wake of Sept. 11, has serious consequences for academic freedom.

"I think there are some very worrying signs recently in terms of attacks on student rights to protest," Sears warned. "This is important for academic freedom because the struggle for freedom of speech on campus has been fought in large part by the student movement."

Faculty association president Brian Brown said he was pleased with the event and was encouraged by the active participation of faculty members.

"The hearings were very successful," Brown said. "I was impressed by the level of discussion and debate that took place and the response of our members. There's a strong desire to have us hold forums like this on a regular basis so that we can keep the discussion going." ■

L'accessibilité : le chien de garde des étudiants sonne l'alarme

Windsor

L'ACCÈS à des études postsecondaires devient plus limité alors qu'un grade universitaire ou un diplôme collégial vaut plus qu'avant, selon le président national de la Fédération canadienne des étudiantes et étudiants.

Prenant la parole aux audiences publiques de Windsor, organisées par l'ACPPU et l'University of Windsor Faculty Association le mois dernier, Ian Boyko a déclaré qu'il était temps que les gouvernements fédéral et provinciaux concrétisent l'accessibilité.

« Il n'y a jamais eu un système d'enseignement postsecondaire vraiment accessible au Canada », a soutenu M. Boyko. « Et aujourd'hui, ce n'est pas l'égalité d'accès qui mène le programme d'aide financière aux étudiants mais la privatisation. »

M. Boyko a ajouté que la plupart des gouvernements au Canada transfèrent aux étudiants le coût de l'enseignement postsecondaire en permettant la hausse en flèche des frais de scolarité et, de ce fait, un plus grand alourdissement des dettes d'études.

« On est bien loin d'avoir réglé le problème de l'accessibilité », a convenu Enver Villamizer de l'association étudiante de l'Université de Windsor. « En fait, on y met des obstacles. Les étudiants issus de famille à faible revenu sont empêchés d'accéder à l'université. »

Howard McCurdy, un ex-professeur et ex-député, a demandé la tenue d'un débat national sur la question d'imposer ou non des frais de scolarité pour l'enseignement postsecondaire.

« Lorsque l'on a adopté l'éducation élémentaire et secondaire universelle, les raisons étaient claires », a soutenu M. McCurdy. « L'industrie avait besoin de main-d'œuvre instruite. Il en va de même aujourd'hui pour l'enseignement postsecondaire. Alors, pourquoi la logique du passé ne s'appliquerait-elle pas à ce que nous devons faire à présent? »

Ci-dessus : Ian Boyko (en haut) et Howard McCurdy.

David Noble, professeur de sciences sociales à l'Université York, s'est plaint de la hausse des frais de scolarité et des « milliards de dollars » que les universités et les collèges ont dépensé pour la technologie de l'enseignement en ligne, compromettant ainsi l'accessibilité. »

« Sans la preuve d'une valeur pédagogique, sans la preuve d'une viabilité économique, sans la preuve qu'il y a une demande de la part des étudiants et du corps professoral, des milliards de dollars ont été et sont encore dépensés », a ajouté M. Noble. « Et les sommes qui ont été injectées dans cette technologie n'ont pas été investies dans l'éducation. Elle est devenue un facteur de hausse des frais de scolarité. »

« En ce qui concerne l'introduction de nouvelles technologies dans les universités, j'estime que le gouvernement et l'administration se sont complètement trompés », a soutenu Richard Frost, chef du département des sciences informatiques de l'Université de Windsor. « L'enseignement virtuel est un bien piètre substitut à l'enseignement réel. Un ordinateur ne peut effectuer de la recherche, la technologie ne peut créer de nouveaux cours et ne peut offrir le soutien des pairs et de la motivation. Nous devrions utiliser la technologie uniquement pour améliorer les infrastructures afin de pouvoir faire ce que nous faisons déjà et le faire un peu mieux. »

La liberté universitaire a également soulevé des préoccupations lors de ces audiences publiques.

Le président de l'ACPPU, Tom Booth, a fait valoir que, pour le bien commun, les chercheurs et les professeurs ont le droit de défier la vérité reçue ou l'ordre établi. »

« L'exercice de la liberté universitaire a été important par le passé et, selon moi, il l'est tout autant à présent », a déclaré M. Booth. « En regardant autour de nous, ici et ailleurs, nous constatons que la puissance et la richesse sont davantage concentrées et que les voix dissidentes ont de plus en

Voir WINDSOR à la page A9

CAUT Honours Excellence in Education Journalism

GLOBE and Mail reporter Anne McIlroy has won a CAUT award for excellence in post-secondary education reporting. McIlroy won the CAUT Award for Excellence in Education Journalism for her article "Under Siege in the Ivory Tower" (*Globe and Mail*, Sept. 18, 2001). Honourable mentions in the professional print and broadcast media were given to Ann Dowsett-Johnston (*Maclean's* Magazine) and Philip Fine (*Times Higher Education Supplement*).

Simon Rabinovitch, copy editor at the *McGill Daily*, won the CAUT award for outstanding reporting in the student media for his article "Corporations Limiting Academic Freedom?" (*CUP*, 2001). Honourable mentions in the student category were given to Jennifer Henderson (*The Picaro*) and Jessica Lockhart (*Canadian Dimension*).

Established in 2001, the CAUT awards are given to individuals in recognition of excellence in the coverage of post-secondary education issues in both the professional and student media.

Faculty associations, other professional associations and members of the public nominate journalists across the country for the awards. Submissions are judged on the basis of relevance, originality, quality of investigation and research, potential impact on policy makers, and the fulfilment of professional standards of journalism.

Jurors Bob Rupert (School of Journalism) Carleton University, Lynne van Luven (Department of Writing) University of Victoria, Jill Spellicsy (School of Journalism) University of Regina, and Louise Julien (Faculty of Education) Université du Québec à Montreal, reviewed submissions and selected the winners in each category. ■

April 26 — Simon Rabinovitch (right) receives the CAUT Award for Excellence in Education Journalism from CAUT past president Tom Booth.

L'éducation devient hors de prix pour les moins nantis

Vancouver

L'ACPPU, la College Institute Educators' Association of B.C., la Vancouver Community College Faculty Association et la Capilano College Faculty Association ont tenu deux journées d'audiences sur l'avenir de l'enseignement postsecondaire, à Vancouver, le 17 mars. Les audiences ont débuté avec une conférence de l'ancien chef du parti néo-démocrate, Ed Broadbent.

M. Broadbent a dit que des dettes d'études aussi élevées que 25 000 $ auraient été inconcevables à l'époque où il a terminé ses études universitaires.

« Quand j'ai fini l'université en 1959, moi, un enfant de la classe ouvrière d'Oshawa, je débordais d'optimisme. En un an j'avais complètement payé mes dettes d'études et je n'ai jamais eu de regret », a-t-il conclu.

Après l'allocution de M. Broadbent, des étudiantes et étudiants sont venus témoigner des préoccupations que suscitent les hausses des frais de scolarité des universités et collèges de la province annoncées récemment.

Summer McFaden, de la Colombie-Britannique, et présidente de la Fédération canadienne des étudiantes et étudiants, a fortement critiqué le gouvernement provincial de Gordon Campbell qui a complètement déréglementé les frais de scolarité.

« Les personnes qualifiées qui désirent étudier la pharmacie, le droit et la médecine devront payer entre 42 p. 100 et 75 p. 100 de plus que les étudiantes et étudiants de l'an dernier. Nous vivons dans une économie fondée sur le savoir. On estime que d'ici 2004, 72 p. 100 de tous les nouveaux emplois exigeront une formation postsecondaire. Dans le domaine de l'éducation, nous ne pouvons pas nous permettre d'établir des prix que bien des gens n'ont pas les moyens de payer. »

Audiences : le sous-financement de l'éducation en Colombie-Britannique.

Brad West, élève de l'école secondaire Riverside à Port Coquitlam, a dit que la hausse des frais de scolarité oblige beaucoup de jeunes à abandonner la carrière de leurs rêves.

« C'est une triste journée dans ce pays que celle où une de mes amies annonce qu'elle ne va plus à UBC pour devenir médecin, a-t-il dit lors de l'audience. Ce n'est pas parce qu'elle a de mauvaises notes ou que la profession de médecin ne l'intéresse plus. Elle ne peut plus embrasser la carrière dont elle rêvait parce que sa famille n'a pas les moyens de payer ses études. »

« Quel message ces restrictions et modifications envoient-elles aux jeunes de la Colombie-Britannique? a demandé Haven Anderson, élève de 11e année à la Ideal Mini School à Vancouver. Que ceux qui peuvent payer sont importants et ceux qui ne le peuvent pas ne le sont pas? Que les mieux nantis sont les plus méritants et que les pauvres ne le sont pas? »

L'augmentation des frais de scolarité est une grande barrière pour les personnes qui suivent une éducation de base pour adultes et apprennent l'anglais comme langue seconde, a affirmé Christa Peters, organisatrice de la King Edward Students Union.

« Les hausses des frais de scolarité signifieront que certains de nos étudiants ne recevront jamais le bagage scolaire nécessaire pour fonctionner dans notre société, a expliqué Mme Peters. En outre, la mise à pied de membres du corps professoral et du personnel réduira la qualité de l'éducation que nous recevons. »

Plusieurs intervenants ont suggéré que le gouvernement de la Colombie-Britannique a l'intention de privatiser l'enseignement postsecondaire.

Selon Crawford Kilian, coordonnateur du programme de communications au collège Capilano, « en sous-finançant les collèges et en surchargeant en même temps le corps professoral et la population étudiante, le gouvernement rend les établissements privés d'enseignement postsecondaire plus attrayants ».

M. Kilian a aussi critiqué le projet de loi 28 du gouvernement provincial qui a présséance sur les conventions collectives et confère aux administrateurs des collèges de nouveaux pouvoirs leur permettant d'accroître la taille des classes et d'obliger les membres du corps professoral à enseigner des cours en ligne.

« En vertu de cette loi, les collèges peuvent ordonner aux membres du corps professoral d'enseigner de nouveaux cours en ligne, peu importe le souhait ou l'expertise de l'enseignante ou de l'enseignant, a-t-il précisé. Voilà une mesure déconcertante, surtout pour une personne comme moi qui enseigne des cours en ligne depuis les années 1980. Je sais que ce mode d'apprentissage ne convient pas à tous les étudiants et étudiantes ou enseignantes et enseignants; il est impitoyable et convient aux étudiantes et étudiants les plus motivés. »

Maureen Shaw, présidente de la College Institute Educators' Association, a indiqué que « le gouvernement de la Colombie-Britannique a annoncé son intention d'autoriser des établissements privés à conférer des grades. Cette mesure risque d'ouvrir une boîte de Pandore au chapitre des accords commerciaux internationaux, des questions d'iniquité et des coûts astronomiques des études dans les établissements privés, et en ce qui concerne la réglementation médiocre en matière de qualité et d'intégrité de l'éducation ».

D'autres intervenants ont dit que le gouvernement fédéral doit aussi assumer une partie de la responsabilité des problèmes qui se posent actuellement dans les collèges et universités.

De l'avis de Rob Clift, directeur général de la Confederation of University Faculty of B.C, « au lieu d'utiliser les surplus budgétaires pour restaurer les subventions de fonctionnement de base qu'il avait réduites, le gouvernement fédéral a reversé de l'argent au compte-goutte dans le système postsecondaire dans le cadre de programmes conçus pour profiter largement aux établissements déjà nantis. Le résultat est que la population canadienne ne s'attend plus à ce qu'elle ou ses enfants aient des possibilités d'éducation et de formation postsecondaire ».

Lors des audiences également, plusieurs groupes communautaires ont souligné les difficultés qu'éprouvent les réfugiés et les immigrants récents au Canada pour accéder à l'éducation postsecondaire.

John Argue, du groupe de travail sur la pauvreté ayant son siège à Vancouver, a déclaré : « Nous craignons que les immigrants récents et les réfugiés au Canada n'aient pas les moyens de parfaire leur éducation ou de faire reconnaître les études qu'ils ont suivies à l'étranger à cause des coûts croissants de l'enseignement postsecondaire. »

« Ce phénomène se produit à une époque où les chiffres du recensement récent nous apprennent qu'à cause du ralentissement de la croissance démographique, le Canada devra compter encore plus sur les immigrants et les réfugiés pour combler les trous dans le marché du travail. Il me paraît incohérent d'adopter des politiques qui entravent l'accès à l'enseignement postsecondaire au moment même où le pays devra compter sur des travailleurs ayant des qualifications poussées pour aider l'économie nationale ». ■

Traduit de l'article « Pricing Education Out of Reach » (*Bulletin* de l'ACPPU, avril 2002).

Questionnements et témoignages à l'Université Sainte-Anne

Pointe-de-l'Église

LE 5 avril 2002, la communauté universitaire et le public en général ont été invités à venir écouter quelques témoignages d'anciennes diplômées et d'anciens diplômés qui ont terminé un programme de baccalauréat à l'Université Sainte-Anne au cours des années 1960, 1980 et 1990. Trois témoignages ont été présentés et un commentaire a suivi.

Aux débuts des années 1980, Réal Boudreau a complété un baccalauréat avec une majeure en histoire. Il travaille actuellement comme avocat en Nouvelle-Écosse. Me Boudreau a mentionné qu'il avait travaillé fort pour perfectionner son apprentissage de la langue française surtout parce qu'il avait fait ses études primaires et secondaires en anglais. Il représente un cas typique de la réalité acadienne en Nouvelle-Écosse à cette époque.

Il a aussi signalé qu'à son point de vue, les finissantes et les finissants d'aujourd'hui sont semblables à ceux d'il y a quinze ou vingt ans. Ils doivent tout autant travailler pour bien réussir leurs études en français et ce, à cause du processus d'assimilation de plus en plus présent dans les régions acadiennes. Il considère que le projet de fusion entre l'Université Sainte-Anne et le Collège de l'Acadie représente un avantage car ainsi, cette nouvelle institution pourra rejoindre les Acadiennes et les Acadiens de toutes les régions de la Nouvelle-Écosse.

Trina LeBlanc, la deuxième intervenante, est une diplômée des années 1990 et elle est consultante au Collège de l'Acadie. Elle a complété un baccalauréat en éducation au moment où ce programme d'études pouvait encore se faire en quatre ans plutôt qu'en cinq ans. Elle a attiré notre attention sur le fait qu'elle aurait apprécié avoir plus de « feedback » sur les stages qu'elle a effectués pendant ses études notamment de la part de ses professeures et professeurs. Cette remarque peut certainement être prise en considération dans certains programmes d'études offerts actuellement à l'Université Sainte-Anne.

Son témoignage a fait ressortir que la plus grande force de l'Université Sainte-Anne est aussi sa plus grande faiblesse en faisant ici référence à la taille de cette université ainsi qu'à sa situation géographique. Elle nous a fait voir qu'une formation universitaire ne se limite pas à ce qu'on retrouve dans une salle de classe.

Elle a mis en relief que l'environnement social comme des rencontres informelles avec des professeures et professeurs ou avec des étudiantes et étudiants, qui travaillent ou vivent sur le campus, sont multiples dans un milieu isolé comme celui de Pointe-de-l'Église. Pendant ses études de baccalauréat, elle a pu réaliser quelques-uns de ses objectifs personnels : vivre dans une région acadienne — un lieu où elle a pu perfectionner son apprentissage de la langue française — et découvrir qui elle était.

Jean-Louis Robichaud, le directeur du Centre provincial de ressources pédagogiques (CPRP), a accepté de nous parler à pied levé de sa formation classique reçue durant les années 1960 et de celle que ses trois enfants reçoivent actuellement. Il a établi des parallèles entre sa génération et celle de ses enfants qu'il considère plus confiants face à ce qu'ils sont, notamment comme Acadiens, et face à ce qu'ils veulent comme formation universitaire. Ils semblent motivés dans leurs études. Par ailleurs, il note que l'Université Sainte-Anne représente un environnement humain qui responsabilise plus les jeunes d'aujourd'hui par rapport à ce qu'il a lui-même connu.

Un commentaire présenté par Louise Fontaine, qui enseigne à l'Université Sainte-Anne, a consisté à mettre en relief les principales idées développées dans ces témoignages en y ajoutant une touche personnelle.

À son point de vue, une formation universitaire de premier cycle signifie principalement apprendre : à lire, à écrire, à compter, à acquérir un savoir-faire (une méthode de travail) et un savoir-être, à réfléchir, à organiser ses idées (être capable d'analyser un problème), à questionner ce qui nous entoure (poser des questions, émettre des hypothèses), à cultiver sa curiosité (douter), à évaluer le bien-fondé de certaines idées reçues (exercer son jugement), à inventer (créer et transformer ce qui est) ... au fond, à apprendre à penser par soi-même.

Les participantes et participants se sont notamment interrogés sur le type de « culture générale » des jeunes d'aujourd'hui, sur la qualité de leur français oral ou écrit, sur leur motivation à poursuivre des études universitaires, sur le rôle des parents dans l'éducation de leurs enfants, sur le marché du travail et ses nouvelles exigences.

Le tout s'est clôturé par une rencontre informelle avec des étudiantes et des étudiants inscrits actuellement dans divers programmes d'études à l'Université Sainte-Anne. ■

Le compte rendu des audiences publiques tenues à l'Université Sainte-Anne a été rédigé par Joanne Biron, Muriel Comeau et Louise Fontaine, membres du comité d'organisation de l'université.

Letters

Expatriate Defends Spanish Government's Approach to University Reform

Upon reading the article "Dissenters Fight Spain's Reform Law" (*Bulletin*, March 2002) I was appalled that once more only the voices of the socialist and communist unions have been heard. These unions are largely responsible for the drastic descent of quality and increase of corruption that Spanish universities have suffered since the mid 1970s. It is simply not true that the reform is intended to privatize post-secondary studies.

During the 1980s and early 1990s hirings were made based not on academic concerns but partisan ones. Even now new positions at universities are not advertised nationally, only internally, if at all. Graduates who want a job, for example, at the University of Madrid, have to study always in Madrid, under the aegis of the professor whose turn it is to have the next job created in his/her area. A student who decides to study somewhere else is automatically out of the race.

The only qualifications of some of my professors at the University of Valencia were to be members of the political party advocating the independence of the Catalán-speaking provinces, a party which provides infrastructure to the terrorists who murdered a law professor in Valencia after one of his lectures. Although an isolated event, it shows how the voices that advocate academic quality and academic freedom are silenced if they are not in line with what the unions say.

The main goals of the present reform are to regain academic standards and to achieve transparency in administration. The reform proposes national advertisements of all university jobs. The reform wants to get rid of tenure because of the many unqualified individuals occupying lifelong jobs. And, to guarantee academic quality, the reform proposes an externally reviewed "habilitation" after the PhD.

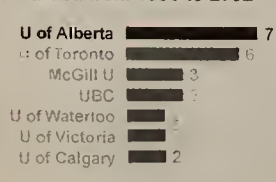
REYES BERRTOLÍN CEBRIÁN
Greek & Roman Studies, University of Calgary

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

Leaders of Tomorrow

University of Alberta Chemistry Professor Wolfgang Jaeger earned a NSERC Steacie Fellowship for outstanding research into intermolcular interactions. This is the seventh Steacie Fellowship awarded to a University of Alberta researcher — more than any other university in Canada. We are proud of Dr. Jaeger's achievements and offer our congratulations on this prestigious award.

Natural Sciences and Engineering Research Council of Canada (NSERC)
Leading Universities in Steacie Fellowships Awarded from 1996 to 2002



Palestinian Education in Disarray

☞ From PAGE A3

responsibility for education in 1995. Palestinian education is constantly under financial duress. It is common to discover that teachers and administrative staff have not been paid for three or four months.

The bulk of funding comes from European donor countries. By the end of 2000, the international donor community had contributed close to $400 million (U.S.) to Palestinian education generally.

The Palestinians have been painstakingly pursuing the project of nation building, with education at its core. The magnitude of devastation caused to Palestinian civil society during March and April 2002 is yet to be tallied. But its contours are abundantly clear. Non-governmental organizations of all kinds have issued preliminary reports documenting the devastation caused largely to the unarmed civilian population and its institutions. For example, Israeli forces smashed their way into the ministries of education, civil affairs and finance, the Central Bureau of Statistics, the Palestinian Legislative Council, and many local government offices, radio and television stations, human rights organizations and some university campuses.

The education ministry's offices were ransacked and student records dating back to the 1960s destroyed. As well, computers and computer servers were stolen or damaged. It is important to bear in mind the ministry serves almost one million students attending government schools at the primary and secondary levels.

This wave of break-ins is by no means new. Well before Israel embarked upon its most recent destruction of Palestinian infrastructure, Israeli forces invaded the offices of the Palestine Central Bureau of Statistics in Ramallah in search of records. This prompted European academics to sign a petition protesting the activities of the Israeli army.

Two decades ago, Israel did something similar when Ariel Sharon was the defence minister. This was during Israel's invasion of Lebanon in 1982, which left 18,000 Palestinian refugees and Lebanese dead. The Israeli army entered Beirut and headed to the Palestine Liberation Organization's Research Centre, pillaged its archives and moved its holdings to Israel, some of which have become part of the permanent collection of Israeli university libraries and are used by Israeli academics for research purposes. After an international outcry against this practice, Israel returned a portion of the stolen record.

At the level of day-to-day activity, academic life on Palestinian campuses is at the mercy of the Israeli occupation authorities. As documented in a recent article in the *Chronicle of Higher Education*, the movement of students and staff members between their homes and the campus is not a straightforward undertaking. Navigating through the maze of checkpoints and road closures, a mere distance of 20 to 30 kilometres, can take an hour or more in so-called normal times.

The Israeli army routinely mounts road blocks and hunts for students suspected of political activity. Students, as well as staff members, are known to languish in Israeli detention centres awaiting their day in Israeli military court. Moreover, at the best of times, it is extremely difficult for students from Gaza to obtain travel permits and attend West Bank universities. As a result, students find other means to circumvent Israeli orders and reach the West Bank, thus risking imprisonment if they are caught by the Israeli army.

One of the loudest outcries against Palestinian education in recent times concerned the charge of anti-semitic material in textbooks. The source of this criticism came from a study conducted by the Center for Monitoring the Impact of Peace whose director worked for former prime minister Benjamin Netanyahu's public relations department.

There is no doubt that Palestinian textbooks contain some anti-Israel content. After all, a conflict between the two peoples that has been going on for more than a century is unlikely to be forgotten overnight. But on its own terms, how credible is this study, which has assumed the mantle of sacredness in the hands of Canadian and American politicians, not to mention media pundits of all political stripes?

Western, Israeli and Palestinian researchers cast serious doubt on the credibility of the study. One researcher who poured cold water on the findings was Professor Nathan Brown of George Washington University, who concluded in his paper last year that the Palestinian curriculum is neither a war nor peace curriculum, and "while highly nationalistic, it does not incite hatred, violence, and anti-semitism."

Akiva Eldar, of the independent Israeli daily Ha-Aretz, commented that the origin of the objectionable material that is routinely quoted by critics predates recent Palestinian initiatives at revamping school textbooks. Eldar quoted the Israeli researcher Ruth Firer of Hebrew University who carried out analysis of Palestinian textbooks as saying "we were surprised to find how moderate the anger directed toward Israelis in the Palestinian textbook is, compared to the Palestinian predicament and suffering."

Indeed, it is against a background of the struggle to maintain their grip on their land, livelihood and drive for self-determination that Palestinian opposition to Israel must be interpreted.

With regard to its own citizens, namely the Palestinian minority within Israel which comprises close to one-fifth of the Israeli population, the educational system has failed them miserably on every count, as revealed in a recently released study by the New York-based Human Rights Watch. The report pointed out that, in comparison to the Jewish sector, discrimination against the Arab educational system in Israel is overt and exists on the following dimensions: a preponderance of unqualified teachers, large classroom size, higher drop out rates, failure in the secondary matriculation examinations, lack of funding, insensitivity to issues of identity, culture and history, and others. In short, according to the report, "The curricula's content often alienates students and teachers alike."

It is the under-representation of Palestinian academics in Israel's main universities which is most glaring. Human Rights Watch cites data which show that among the more than 5,000 university teachers in Israel, fewer than 50 are Palestinian citizens of Israel. That's about one per cent at a time when their share in the population is close to 20 per cent.

From a Palestinian perspective, Israel's attack on the educational infrastructure during Sharon's tenure in office is seen as part and parcel of a broader delegitimization of Palestinian statehood and the Palestinian Authority.

With a brutal 50-year military record behind him, Sharon is capable and determined, with superior military force and the connivance of the American administration, to deliver a serious blow to Palestinian institutions, and with it to embark on reconstituting the geo-political map of the Middle East. This colonial venture is bound to fail in the long run, though regrettably not before more loss of life is incurred by Israelis and Palestinians alike. ■

Elia Zureik is professor of sociology at Queen's University.

The views expressed are those of the author and not necessarily those of CAUT.

And Justice for All: Resisting the Casualized Academy

Obstacles to Justice • *Justice in the Workplace* • Public Education and Solidarity Building *Bargaining Strategies* • Job Security • *Access to a Career Path* • Campus Coalition-building *Lobbying and Working with the Media* • Membership Mobilization • *Creative Activism*

Keynote: Barbara Wolf, Filmmaker
Special Video Screening: Barbara Wolf, "A Simple Matter of Justice: Contingent Faculty Organize"

29 May 2002 HSSFC Congress Toronto

Canadian Association of University Teachers Contract Academic Staff Conference

contact: Vicky Smallman
tel: 623.820.2270 x 314 • email: smallman@caut.ca

Part-Time Staff Ratify First Contract at Nipissing

CONTRACT academic staff members of the Nipissing University Faculty Association ratified their first contract in April. The bargaining unit includes part-time instructors, full-time, limited-term laboratory and service course instructors and individuals who teach additional basic qualification courses in the faculty of education.

They received a two-year contract with salary increases of 13.8 per cent for per-course instructors, and 8 per cent for laboratory and service instructors. The union negotiated a seven-step salary scale for laboratory and service course instructors, who may be appointed for up to three years.

As well as gains in job security language, a new provision allows for right of first refusal for per-course instructors who have taught a course three times within a six-year period. Included in the right of first refusal is a salary increase of $200 for a three credit course.

"We ran a challenging gauntlet in persuading the university to accept the concept of right of first refusal and the need for salary increments for per-course instructors," said Bill Plumstead, a part-time instructor in English and a member of the contract academic staff bargaining team. "It was good, hard bargaining, but we convinced them."

"The agreement represents significant progress in recognizing the important contribution contract academic staff make toward the quality of education at Nipissing," said faculty association president Roman Brozowski, "including a provision for the names of contract academic staff members to be included in internal telephone directories and email lists."

Contract academic staff will also have a voting representative at department or divisional meetings, and a new part-time teaching award will celebrate the work of bargaining unit members. ■

UVic Librarian Wins Service Award

UNIVERSITY of Victoria librarian Don White has won an award from CAUT in recognition of his "accomplishments in the furtherance of academic status for librarians."

Competing against other outstanding and worthy nominees for the award this year, White's contribution over a 20-year career of work to improve the conditions of academic librarians at Victoria won him the 2001 Academic Librarians' Distinguished Service Award.

Chris Dennis, chair of CAUT's Librarians Committee, praised White's contributions as instrumental in bringing the librarians at Victoria from a group with limited status to "full partnership with the faculty association, and to developing recognition of their academic status and right to collegial governance."

Dennis noted White's leadership and unceasing effort, "in the face of resistance by unsympathetic and at times hostile university and library administrators," culminated in the signing two years ago of a framework agreement between the faculty association and the university administration that, for the first time, brought together into one document the policies and procedures of both librarians and faculty.

"The signing represents a milestone on the long road of Victoria's librarians to full participation in the academic life of the university," Dennis said.

The award was presented at CAUT's 2002 Council meeting, April 25-27 in Ottawa. ■

Traduction française à la page A9.

Ottawa — Don White (left) receives the Academic Librarians' Distinguished Service Award from Chris Dennis, chair of CAUT's Librarians Committee.

CAUT Expands Instructor Base

From left to right — CAUT past president Tom Booth, John Baker, Jim Sacouman, CAUT chief negotiations officer Neil Tudiver, CAUT executive director James Turk & Joanne Naiman take a break during CAUT's instructor program April 11-12 in Ottawa.

A SECOND group of faculty association leaders completed CAUT's instructor program in April. Tom Booth (Manitoba), Joanne Naiman (Ryerson), Jim Sacouman (Acadia) and John Baker (Calgary) will offer the CAUT Representative Training Workshop at local associations across the country.

Launched last year, the instructor program prepares experienced members to offer CAUT educational courses and workshops. The current group join Bill Graham, Howard Pawley, Mercedes Steedman, Claudia Vincencio and John Wilson as CAUT instructors.

"These individuals bring a wealth of experience and knowledge to courses they deliver for CAUT," said CAUT executive director James Turk. "They make an important contribution to CAUT's educational programming."

Representative training is designed for people who serve on local association boards, councils, executives, and stewards' bodies and for those who might want to become active in future. The course reviews the history and activities of faculty associations; the roles and responsibilities of elected representatives; the legal obligations of associations and their leaders; and explores ways that faculty association representatives can effectively deal with challenges their associations confront.

"This course is vital to assist our members in dealing with steady turnover in local association leadership and with the large number of longtime active members expected to retire in the next few years," said CAUT president Vic Catano. "Our target is to deliver this course to one per cent of CAUT individual members each year."

Introduced in 2001, the course has now been offered for faculty associations at Laurentian, Dalhousie, Bishop's, Western Ontario, St. Thomas, Manitoba, Mount Allison, and Toronto. With nine instructors across the country, CAUT can now increase the number of offerings for local associations. The course is offered on-site and at no charge to the local association. ■

For more information contact Neil Tudiver (tudiver@caut.ca) or Paul Jones (jones@caut.ca).

Poll Rates Feds Badly on Education

A POLL released last month by CAUT shows continuing dissatisfaction over the federal government's handling of post-secondary education.

While more than 82 per cent of Canadians say investing in post-secondary education should be a high priority of government, only one in five says the federal Liberals are doing a good job in supporting colleges and universities.

"The public continues to be very critical of the government's approach to post-secondary education," noted CAUT president Vic Catano. "And this is despite all the new boutique programs announced in the past few years."

The March poll by Decima Research shows the Liberals continue to dominate the political scene in Canada, enjoying the support of 48 per cent of decided voters. The Progressive Conservatives are a distant second at 15 per cent, while the New Democrats and Canadian Alliance each have the support of about 11 per cent of voters. In Quebec, the Liberals are at 45 per cent while the Bloc Québécois is now trailing 10 points behind at 35 per cent.

According to the survey, Liberal party supporters are more likely to favour increased spending on post-secondary education, with one in five Liberal backers saying their government has done a poor job in supporting universities and colleges. About 57 per cent of Liberal Party supporters say federal funding should be increased.

"I think this shows the Liberals are quite vulnerable on this issue," Catano said. "There's a large constituency within their own ranks unhappy about the government's performance on post-secondary education."

Catano noted that when asked how much trust they have in various occupational groups, Canadians rank university and college professors fourth, behind public school teachers, medical doctors, and nurses.

"We have a great deal of credibility with the public and that should encourage us to speak out more often on issues that concern us," Catano said.

Health care remains the most pressing concern of Canadians, with more than 91 per cent of respondents saying improving medicare should be a high priority for the federal government. Post-secondary education is ranked as the fifth highest priority.

The Decima survey also asked Canadians their views on the deregulation of tuition fees that has been implemented by provincial governments in Ontario and British Columbia. Nationally, nearly three out of four respondents say they are opposed to tuition deregulation. Opposition is strongest in Atlantic Canada and among Liberal and NDP supporters. ■

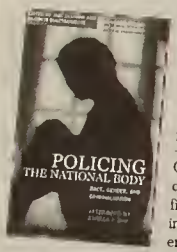
Poll — Public Priorities for Feds

Health Care	91.4%
Environment	86.7%
Public Education	86.0%
Poverty	83.8%
Post-Secondary Education	82.3%
Unemployment	81.7%
Crime	81.6%
Public Pensions	81.3%
Personal Income Taxes	72.9%
Terrorism	72.8%
Public Debt	71.0%
Business Taxes	44.8%

The Decima poll results are based on a telephone survey of 2,000 adults across the country and are considered accurate within ± 2 per cent, 19 times out of 20.

Traduction française à la page A9.

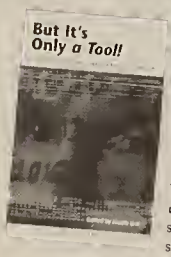
Quick Reviews



Policing the National Body: Race, Gender and Criminalization

Jael Silliman & Anannya Bhattacharjee, eds. Cambridge, Massachusetts: South End Press, 2002; 378 pp; hardcover $40 us, paper $18 us.

One of the key concerns among women of color and poor communities today is the difficulty of sustaining families in the face of increasing criminalization. Aggressive law enforcement, welfare reform, and draconian immigration and population policies have made one of the most fundamental reproductive rights – the right to have a child and raise a family – a battleground for women of color and poor women. This new book on race, gender and criminalization places issues of race, class, and gender at the center of the reproductive rights and social justice agenda. *Policing the National Body* reveals the unrelenting efforts by conservatives including misguided environmentalists and religious fundamentalists to define and regulate reproduction in ways that uphold white privilege. In the wake of Sept. 11, as aggressive law enforcement has escalated, this important collection provides ammunition to combat the erosion of civil liberties.



But It's Only a Tool!: The Politics of Technology and Education Reform

Marita Moll, ed. Ottawa: Canadian Centre for Policy Alternatives, 2001; 118 pp; paper $14.95 CA.

"We seem to reserve the word 'tool' for inventions that still hold some novelty, or embody some threat. We do not refer to our cars as 'tools' or speak this way of our televisions, our light bulbs, or our books, although surely they have equal claim to being instruments of our intentions. In school, we see much merit in teaching 'computers,' but we hardly teach 'hammer' or 'sewing machine.' In sex education, we stay away from any discussion of 'tools' at all." (Heather-jane Robertson in *But Its Only a Tool.*) This collection pushes the reader to think beyond the mantra "it's only a tool," commonly used to neutralize discussions about new technologies in the classroom. The authors explore the threats and promises such powerful technologies bring with them to the institution of public education. The context of market-driven reform initiatives is considered as are the needs of a new techno-savvy generation of students. Both supporters and skeptics will find arguments to support their views. But in the end, all readers will no doubt agree that the "tool" metaphor needs to be avoided when describing new technologies in the classroom. Instruments of power, for better or worse, deserve more respect than that.

Quick Reviews produced from information supplied by publishers.

The CIA's Hidden Weapon in America's Cold War Struggle

The Cultural Cold War: The CIA and the World of Arts and Letters

Frances Stonor Saunders. New York: The New Press, 1999; 509 pp; paper $18.95 us.

By STEVE HEWITT

In 1962 a British Broadcasting Corporation humour program carried a news parody of the Cold War in which the real battle was a cultural one. The Soviet Union had determinedly built up its cultural forces including its "intercontinental balletic missiles." In response the West had established bases across Europe to "act as spearheads of cultural retaliation." Although satirical in nature, as Frances Stonor Saunders reveals, the effort reflected a greater truth: that the world of culture was indeed a major Cold War flashpoint, and it was a battle the Central Intelligence Agency intended to win.

In *The Cultural Cold War* (originally published in the United Kingdom under the title *Who Paid the Piper?*) Saunders, currently arts editor at the *New Statesman* in London, presents a fascinating examination of what "our side" was doing to "our side" in the Cold War. In doing so her approach runs counter to the recent literary trend, celebrated in the right-wing media, which has focussed on the activities of Soviet intelligence in the West and the duplicity of national Communist parties.

Created in 1947 by the National Security Act, the CIA in its initial incarnation drew heavily upon elite American higher education institutions for the core of its employees. With an educational base broader than that of other intelligence services like the FBI or the RCMP Security Service (in the 1960s the agency boasted it employed enough analysts with PhDs to establish a decent sized university), the CIA took a variety of secret approaches to combatting communism. These ranged from sponsoring coups, to funding psychological experiments on unsuspecting patients, to pumping money into youth and cultural organizations.

It is the final group that Saunders' work focuses on. To spread the joys of American life to a suspicious or apathetic world, the CIA established the Congress for Cultural Freedom as a front organization, and used other fronts and legitimate associations to funnel tens of millions of dollars in aid of those who supported the cause. That cause was to discredit communism, while promoting the American way of life as an alternative. In its efforts, the agency was generally nondiscriminating when it came to ideology (with the one obvious exception). As long as they opposed communism, even left-of-centre groups could receive assistance. Indeed, in some ways they were preferred recipients, since their criticism of the Soviet Union had greater credibility than similar charges from the political right.

The secret efforts of the CIA extended into a myriad of causes. There was cash for a concert tour of Europe by the Boston Pops. Money and human resources flowed forth for the creation and maintenance of *Encounter* magazine, and financial support was funnelled into *Partisan Review*. Funding for the publication of numerous books was plentiful. Hollywood was also not immune from the CIA's attention. Through various routes, the CIA influenced the cinematic version of George Orwell's *Animal Farm* and *1984*. A plan was even hatched to place more "Negroes" in the scenes of certain movies as a way of combatting Soviet criticism of American racism.

Although fascinating, many of Saunders' details are not new and in some instances have been in the public domain for decades. The difference is, and this is the true strength of her book, that she ties these various anecdotes into a coherent package and uses interviews with some of the participants to provide an insider's view. There is, for example, Tom Braden, a CIA agent involved early in the propaganda effort and better known to television viewers for his stint as co-host of the CNN talk show *Crossfire* or as the model for the father in the 1970s television series *Eight is Enough*. She also makes a convincing case that those academics and intellectuals, knowingly aware of the real purpose of these enterprises, frequently compromised their integrity and in specific instances helped to frustrate the very freedoms the Soviet Union was said to lack.

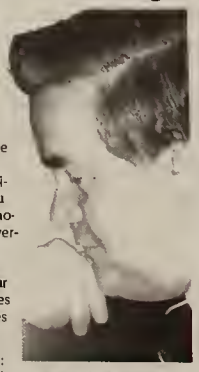
While the book is superb in its details, it is less comprehensive in exploring the motivation for the approach taken by the CIA. Saunders mentions the elitism but does not take this point far enough. Clearly, there was a lack of trust, even insecurity, on the part of those doing the plotting and manipulating. From their elevated perspectives, the agency and its hired hacks did not trust the often non-American masses to follow the seemingly proper and logical path.

It is this final point and the nature of the entire project that makes this book particularly relevant for the post-Sept. 11 world. In an effort to combat negative impressions of the United States held in large parts of the world, some praised the propaganda efforts of the CIA in the Cold War and called for an updated version. After the terrorist attacks, the U.S. Department of Defence proceeded to establish and then, after an outcry, disband an office for the promotion of strategic disinformation on behalf of the cause. As in the Cold War, it appears easier for the American state to use deception to win support instead of honestly assessing its own failings at home and abroad. ■

Steve Hewitt teaches history at the University of Indianapolis. His book, *Spying 101: The RCMP's Secret Activities at Canadian Universities, 1917–1997*, will be published later this year by the University of Toronto Press. For more information about his book visit www.spying101.com.

APPEL DE CANDIDATURES

Le prix Donald-C.-Savage



Le prix Donald-C.-Savage récompense un apport exceptionnel à la promotion de la négociation collective dans les universités canadiennes. Le prix a été créé en 1997 en l'honneur de Donald C. Savage, directeur général de l'ACPPU de 1972 à 1997.

Les mises en candidatures devraient être accompagnées d'une lettre de mise en candidature décrivant en détail la contribution et les réalisations du candidat ou de la candidate en rapport avec la promotion de la négociation collective à l'université, un curriculum vitae complet et des lettres d'appui. Il faut faire parvenir les candidatures avant le 31 août 2002 pour qu'elles soient retenues. Les candidatures reçues après cette date seront conservées et étudiées à une date ultérieure.

Prière de soumettre les candidatures au:
Comité de la négociation collective et des avantages économiques
Association canadienne des professeures et professeurs d'université
2675, promenade Queensview, Ottawa (Ontario) K2B 8K2

On peut se renseigner davantage sur le prix en visitant le site :
www.caut.ca/francais/ausujet/prix/savage.asp

The MORTGAGE Centre

Never before have CAUT members had such power! Now you can sit back and let Canada's leading lenders compete for the opportunity to fund your mortgage.

Mortgage Rates*

Variable	1.49
1 *year*	4.40
2 *year*	5.40
3 *year*	5.60
5 *year*	6.15
7 *year*	6.65
10 *year*	6.99

MEMBER MORTGAGE MARKET

The Mortgage Market is made up of Canada's most innovative leading lenders.

- *Toronto Dominion Bank*
- *Bank of Montreal*
- *Laurentian Bank*
- *First Marathon*
- *CIBC*
- *FirstLine Trust*
- *Hong Kong Bank of Canada*
- *plus many others…*

Contact Us Today!
TEL 1.888.216.7770 ext. 227
FAX 1.888.216.7771
WEB www.caut.ca/mortgage_centre/
EMAIL mtgcntrmetro@aol.com

* Mortgage rates as of May 8/2002. These rates are subject to change without notice. Variable rate for intial 3 months. All other rates are closed.

Prix des bibliothécaires pour services émérites

DON White, bibliothécaire de l'Université de Victoria, a reçu un prix de l'ACPPU en reconnaissance de sa contribution « à l'avancement du statut des bibliothécaires d'université ».

Disputant le Prix des bibliothécaires pour services émérites de 2001 à d'autres personnes remarquables et méritantes, M. White l'a remporté grâce à vingt ans de travail consacré à l'amélioration des conditions des bibliothécaires de l'Université de Victoria.

Chris Dennis, président du Comité des bibliothécaires de l'ACPPU, a loué l'apport de M. White qui a permis aux bibliothécaires de Victoria, un groupe au statut limité, d'obtenir un partenariat total avec l'association des professeurs et de faire reconnaître leur statut et leur droit de participer à la direction collégiale.

M. Dennis a souligné le leadership de M. White et ses efforts inlassables qui, « face à la résistance d'administrateurs incompréhensifs et parfois hostiles de l'université et des bibliothèques », ont culminé en la signature, il y a deux ans, d'un accord cadre entre l'association des professeurs et l'administration. Pour la première fois, les politiques et les procédures des bibliothécaires et des professeurs étaient réunies en un seul document.

« La signature de cet accord est un jalon sur le long parcours des bibliothécaires de l'Université Victoria vers la pleine participation à la vie pédagogique de l'université », a conclu M. Dennis.

Le prix a été décerné lors de l'assemblée du Conseil de l'ACPPU, tenue du 25 au 27 avril à Ottawa. ■

Traitement des causes de liberté universitaire

☞ Suite de la PAGE A2

Les auteurs ont fait remarquer que si l'ACPPU avait pu réagir plus rapidement dans l'affaire Olivieri, les événements se seraient peut-être déroulés différemment.

« L'ACPPU a pris très au sérieux les commentaires et les recommandations du comité », a affirmé M. Catano. « Nous estimons que nous disposons maintenant d'un système qui nous aidera à bien défendre la liberté universitaire. »

Il a ajouté que les modifications apportées par le Conseil élargiront le rôle du Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU dans le but de lui permettre d'informer les membres et le public sur les questions relatives à la liberté universitaire et à la permanence et de défendre leurs intérêts.

« Le comité d'enquête a insisté sur l'importance pour l'ACPPU d'en faire plus afin de sensibiliser ses membres à la portée de la liberté universitaire et à la responsabilité de tous les universitaires de la soutenir et de la défendre », a conclu M. Catano. ■

Windsor : l'exercice de la liberté universitaire

☞ Suite de la PAGE A4

plus de mal à se faire entendre. Dans un tel monde, je crois que nous n'avons pas seulement le droit mais le devoir d'exercer notre liberté universitaire. »

Alan Sears, professeur de sociologie à l'Université de Windsor, a précisé qu'il fallait comprendre la liberté universitaire dans le contexte de la liberté dans la société à un moment où cette liberté est attaquée de différentes façons ».

Il a mentionné que les mesures pour réprimer la dissidence et les protestations, particulièrement dans la foulée des événements du 11 septembre, ont de graves conséquences pour la liberté universitaire.

« J'estime qu'il y a des signes très inquiétants quant aux attaques faites au droit des étudiants de protester », a prévenu M. Sears. « Ce droit est important pour la liberté universitaire parce que c'est le mouvement étudiant, en grande partie, qui s'est battu en faveur de la liberté d'expression à l'université. »

Le président de l'association des professeurs, Brian Brown, s'est félicité de la tenue des audiences et s'est dit encouragé par la participation active des membres du corps professoral. « Les audiences ont remporté un franc succès », a-t-il dit. « Le niveau de discussion, les débats qui ont eu lieu et la réaction de nos membres m'ont impressionné. On sent un fort désir d'organiser de telles tribunes régulièrement pour poursuivre la discussion. » ■

Brian Brown, président de l'University of Windsor Faculty Association.

Libre accès aux Archives

LES Archives nationales du Canada demandent à la population d'aider à faciliter leur accès. Selon un porte-parole des Archives nationales, un nouveau projet a été entrepris soit « Archives libre accès », qui précisera les services qu'elles offriront en 2008. Les Archives demandent à la population de répondre à leur bref questionnaire en ligne et sollicitent également des commentaires sur l'ébauche d'une vision pour l'accès.

Les Archives nationales du Canada acquièrent et conservent dans le but de les rendre accessibles les documents publics et privés dont le contenu présente un intérêt national permanent. Ses vastes collections comprennent 21 millions de photographies, 2 millions de cartes géographiques et de plans architecturaux, 142 000 mètres linéaires de documents textuels, des films, des vidéos et des enregistrements sonores offrant plus de 337 000 heures d'écoute et de visionnement, 330 000 oeuvres d'art, 3 millions de mégaoctets de documents électroniques, plus de 800 000 pièces dans les collections philatéliques, et plusieurs autres sortes de documents. ■

Traduit de l'article « State of the National Archives » (*Bulletin* de l'ACPPU, février 2002).

Academic Freedom Fund Gets Boost

Athabasca University Faculty Association donates $10,000 for the CAUT Academic Freedom Fund at the CAUT Council meeting in Ottawa April 25. From left to right — Faculty association vice-president Jeff Taylor, CAUT executive director James Turk & CAUT past president Tom Booth.

Mauvaise note en éducation pour le fédéral révèle un sondage

UN sondage rendu public le mois dernier par l'ACPPU revèle une insatisfaction constante face à la manière dont le gouvernement fédéral traite l'enseignement postsecondaire.

Tandis que plus de 82 p. 100 des Canadiennes et des Canadiens estiment que le gouvernement devrait accorder une grande priorité à l'investissement dans l'enseignement postsecondaire, seulement une personne sur cinq croit que les Libéraux fédéraux s'en tirent bien en ce qui concerne les collèges et les universités.

« La population continue d'être très critique à l'égard de la politique du gouvernement en matière d'enseignement postsecondaire, malgré tous les nouveaux programmes à la carte annoncés depuis cinq ans », a fait remarquer le président de l'ACPPU Vic Catano.

Le sondage de mars effectué par le Centre de recherche Décima indique que les Libéraux continuent de dominer la scène politique au Canada grâce à l'appui de 48 p. 100 des électeurs convaincus. Le Parti progressiste-conservateur suit de loin, récoltant 15 p. 100 de la faveur populaire tandis que les Néo-démocrates et l'Alliance canadienne obtiennent respectivement l'appui d'environ 11 p. 100 des répondants. Au Québec, les Libéraux recueillent 45 p. 100 alors que le Bloc Québécois tire de l'arrière par 10 points, se situant à 35 p. 100 dans la faveur des électeurs.

Sondage Décima : priorités publiques du fédéral

Soins de santé	91,4 %
Environnement	86,7 %
Éducation publique	86,0 %
Pauvreté	83,8 %
Enseignement postsec.	82,3 %
Chômage	81,7 %
Criminalité	81,6 %
Pensions publiques	81,3 %
Impôt des particuliers	72,9 %
Terrorisme	72,8 %
Dette publique	71,0 %
Impôt des sociétés	44,8 %

D'après le sondage, les partisans des Libéraux sont plus susceptibles de favoriser des dépenses accrues dans le domaine de l'enseignement postsecondaire, une personne sur cinq estimant que le gouvernement n'a pas fait du bon travail quant au financement des universités et des collèges. Environ 57 p. 100 des partisans des Libéraux croient que les fonds publics à cette fin devraient augmenter.

« Je pense que ces résultats montrent que les Libéraux sont assez vulnérables sur cette question », a déclaré M. Catano. « Un grand nombre de leurs partisans ne sont pas heureux du bilan du gouvernement en matière d'enseignement postsecondaire. »

M. Catano a mentionné que les Canadiennes et Canadiens ont classé les professeurs d'université et de collège au quatrième rang, derrière les enseignants des écoles publics, les médecins et le personnel infirmier, lorsqu'on leur a demandé à quel point il faisait confiance à divers groupes professionnels.

« Nous avons beaucoup de crédibilité aux yeux de la population canadienne, ce qui devrait nous inciter à nous exprimer plus souvent sur des questions qui nous touchent », a ajouté M. Catano.

Les soins de santé demeurent la préoccupation la plus urgente de la population canadienne. Selon 91 p. 100 des répondants, le gouvernement fédéral devrait accorder une grande priorité à l'amélioration de l'assurance-maladie. L'enseignement postsecondaire arrive au cinquième rang des plus grandes priorités.

Décima a également sondé l'opinion des Canadiennes et Canadiens sur la déréglementation des frais de scolarité mise en œuvre par les gouvernements de l'Ontario et de la Colombie-Britannique. À l'échelle nationale, près de trois personnes sur quatre ont répondu qu'elles s'opposaient à la déréglementation. L'opposition est plus vive dans les provinces de l'Atlantique et parmi les partisans des Libéraux et des Néo-démocrates. ■

Les résultats du sondage Décima se fondent sur des entrevues téléphoniques auprès de 2 000 adultes à la grandeur du pays et sont considérés comme exacts avec une marge d'erreur de ± 2 p. 100, 19 fois sur 20.

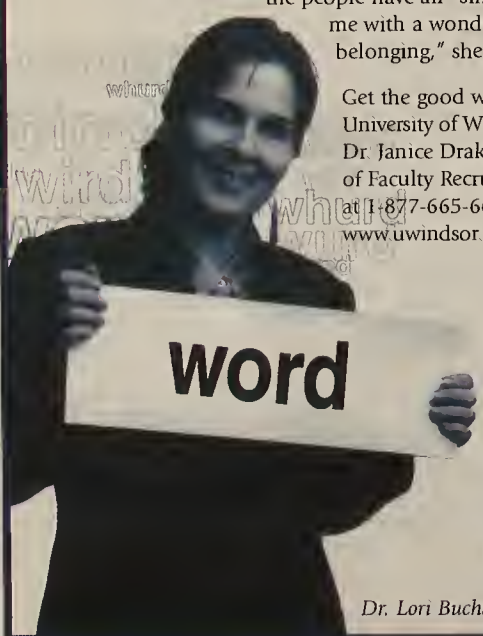
What's the good word?

Lori Buchanan was adamant about one point. "Please make sure you convey how positively *delighted* I am with every aspect of my move to Windsor!" These are gratifying words, especially from someone who is so very *particular* about the words she uses.

A Cognitive Neuropsychologist who recently came to Windsor from Western Canada, her research measures the recognition response times of people exposed to a variety of carefully chosen words and word-like letter combinations, providing insight into how the human brain processes meanings from print. Her research became more personal and focused a few years ago after a young relative suffered a stroke that severely impaired, among other faculties, his ability to read. She hopes her research on the aphasia associated with stroke victims may also help expand our understanding of Alzheimer's disease, and perhaps provide the keys to earlier diagnosis.

As excited as she is about the University's accommodating administration and its research culture –"far more extensive and vibrant than I had previously realized" – Lori is equally vocal about the lifestyle benefits of the city as a whole. "Flowers bloom in my garden almost all year long and the golf season spans eight, sometimes nine months of the year!" The parks, the climate, and the people have all "simply overwhelmed me with a wonderful sense of belonging," she adds.

Get the good word on the University of Windsor. Call Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608. Or visit us at www.uwindsor.ca/facultypositions.



DO THE RESEARCH.
DISCOVER SOMETHING REMARKABLE.

Dr. Lori Buchanan

the degree that works

UNIVERSITY OF WINDSOR

Newsline

CUASA Joins NUCAUT

Carleton University's Academic Staff Association has voted to join the National Union of the Canadian Association of University Teachers (NUCAUT), becoming the thirteenth association to do so. Carleton joins Bishop's, Memorial, Mount Saint Vincent, Cape Breton, Mount Allison, York, Windsor, Laurentian, Algoma, Winnipeg, Athabasca and CIEA/BC. This brings the membership of NUCAUT to more than 10,000. NUCAUT was issued its CLC charter in March 2002, after the Canadian Labour Congress Executive Council and a strong majority of national unions supported NUCAUT's admission. NUCAUT will hold its first convention June 8–9 in Vancouver, and will send 25 delegates to the CLC convention immediately following it.

CAUT's Status of Women Conference Set for Oct. 24–26

The 2002 Status of Women Conference is entitled *Gender Equity – From Graduate Student to Professor Emerita*. It will be held in Montreal Oct. 24–26. Both Ursula Franklin, retired scientist from the University of Toronto and Mary Eberts, legal counsel are scheduled to give keynote addresses. Additionally, Nancy Olivieri (Milner award winner) and Margaret-Ann Armour (Sarah Shorten award winner) have been invited as guest speakers. Several workshops and panels are planned to examine mentoring, the impact of historical disadvantages on women in academia, salary issues, how to create a postive work environment for women, and pension plans. For more details contact Louise D'Anjou (danjou@caut.ca).

Executive Committee

President
Vic Catano (St. Mary's)
Président

Members for 2002–2003

CAUT's executive committee consists of the president, the vice-president, the past president, the treasurer, the chairs of the four standing committees and two members-at-large.

Comité de direction 2002–2003

Le comité se compose du président, de la vice-présidente, du président sortant, du trésorier, des présidents des quatre comités permanents et de deux membres ordinaires.

Vice-President
Loretta Czernis (Bishop's)
Vice-présidente

Member-at-Large
Allen Britten (UCCB)
Membre ordinaire

Chair, AF&T
Rhonda Love (Toronto)
Présidente, CLUPE

Treasurer
Greg Allain (Moncton)
Trésorier

Member-at-Large
Anver Saloojee (Ryerson)
Membre ordinaire

Chair, CBEBC
Michael Piva (Ottawa)
Président, CNCAE

Past President
Tom Booth (Manitoba)
Président sortant

Chair, Librarians
Chris Dennis (Memorial)
Président, Bibliothécaires

Chair, SWC
Edith Zorychta (McGill)
Présidente, CSF

Librarians in the Digital Age

DIGITAL technology is allowing the private publishing industry to usurp the role libraries have traditionally played in providing access to knowledge, warned a keynote speaker at CAUT's librarians conference.

"The future of libraries is hanging in the balance," said Ross Atkinson, deputy university librarian at Cornell University. "To survive, librarians must return to what is special about their profession – their relationship of trust with users and their role as a 'fair witness' for a general public often overwhelmed with information."

Any attempt to compete on a commercial basis with private industry is doomed to failure, Atkinson said. "The stakes in this struggle for survival are high. Its outcome will determine whether knowledge, in part through the public library system, remains the common heritage of humanity, or simply becomes a commercial commodity available only to those who can afford to pay for it."

The provocative speech provided a fitting opening to the conference. The theme of access to knowledge was picked up in sessions on privacy, scholarly publishing, and copyright, each of which explored the challenges libraries face in providing a public service in an increasingly commercialized and digitalized world.

Academic Librarians in the Digital Age, held April 4–6 in Ottawa, signaled an expansion of the range of issues dealt with by CAUT's librarians committee. "In the past this event has focused more narrowly on workplace and academic status issues," said committee chair Chris Dennis, "but the consensus in the group is that librarians have to become more active on the larger philosophical and political issues associated with the profession. We can have the best collective agreement language in the world, but it isn't going to do us any good if libraries no longer exist."

The message arising from the conference is that whether through educating faculty on the crisis in scholarly communication or lobbying politicians on copyright reform, academic librarians have a broad political role to play in the survival of their profession. ■

Medical School Costs Closing Door to Many

A STUDY published in the Canadian Medical Association Journal last month warns the soaring cost of tuition is deterring students from low-income families from attending medical school.

The study examined the impact of the deregulation of medical school tuition in Ontario and found the number of medical students in the province reporting family income of less than $40,000 dropped from almost 23 per cent in 1997 to 15 per cent in 2000.

The study also found "the large increases in tuition fees implemented by medical schools in Ontario are associated with changes in the medical student population. At Ontario medical schools, there are now fewer students from lower-income families and more students expecting to graduate with large debts."

Dr. William Easton, who heads the National Professional Association Coalition on Tuition, a group comprising the Canadian Medical Association and other professional associations, said the study shows that medical school fees are already unaffordable to most Canadians.

"Fees currently average nearly $13,000 per year in Ontario and will soon triple in B.C.," Easton said. "Also troublesome is the fact that law school tuition will soon hit the $22,000 mark, which may set a precedent for further increases.

"If we want all Canadians, regardless of family income, to have access to a professional education and not be deterred by the prospect of having a significant debt load upon graduation, then governments need to ensure universities have sufficient funding to help make tuition fees more reasonable."

"Medical students across the country are accumulating enormous and unprecedented debt loads, anticipated by many Ontario medical students to soon be at least $100,000," added Matthew Erskine, president of the Canadian Federation of Medical Students. "The physician shortage we already have in this country will be exacerbated because, as the study in Ontario demonstrates, these debt loads will influence students' choice of specialty and practice location."

CAUT president Vic Catano echoed the concerns raised in the study.

"It's time the governments of Ontario and British Columbia recognize tuition deregulation has been a disaster," Catano said. "If they don't reinstitute some controls over tuition fees, then it won't be too much longer before the only people who can afford to become doctors are the sons and daughters of doctors." ■

Source: CMAJ, April 16, 2002; 166 (8): 1023–8.

B.C. OKs Plan for Private Universities

THE government of British Columbia is pressing ahead with controversial changes to the province's post-secondary education system by announcing plans to extend degree granting status to existing public colleges and institutes and to allow the accreditation of private universities.

"We want to provide greater choice in terms of the range of degree programs and institutions available," explained Shirley Bond, Minister of Advanced Education. "The changes we are making will enhance degree granting opportunities for both public and private institutions, and provide greater clarity and certainty for students."

Under the proposed *Degree Authorization Act*, the provincial government will establish a "quality assessment process" for determining which institutions will be given the authority to grant B.C. degrees – including private institutions, and public institutions located outside the province.

While most observers welcomed the legislation to expand degree opportunities at public colleges and institutes, educators and students expressed concern about the accreditation of private universities.

"Everyone agrees we need to provide more education for college and university students in B.C.," said Maureen Shaw, president of the College Institute Educators' Association of B.C. "The debate here is about the wisdom of going to a private education model which means increased inequality and less public control and accountability."

"Students want more opportunities to get degrees, but not in exchange for sky-high tuition fees and no protection of their rights," said Summer McFadyen, B.C. chairperson of the Canadian Federation of Students. "By underfunding the public system, this government is creating a market for high-priced, elite education for those who can afford it, and a lower-quality education for the rest of us."

Private alternatives mean increased inequality & less accountability.

Shaw also warned that private universities may come with other hidden costs, such as exposing the public post-secondary education system to potential challenges under free trade agreements which view public funding arrangements and government regulations as trade-restrictive subsidies.

"We have public institutions from Prince George to Vancouver reeling from budget cuts and it may be tempting to view private alternatives as a quick fix for a cash-strapped government," Shaw said. "However, when government gives the nod to private universities, it also potentially opens up a Pandora's box of problems under free trade – including a siphoning of taxpayers' money into private universities and a lowering of educational quality and standards."

The Confederation of University Faculty Associations of B.C. gave cautious approval to the government's decision. In a letter to the Minister of Advanced Education, CUFA/BC president Darwyn Coxson said CUFA/BC was happy to see that government wanted private institutions to meet the same standards as public ones. "A British Columbia degree, whether public or private, should continue to be a symbol of a high-quality, rigorous education," Coxson said.

The government expects the quality assessment process for private universities, and for public institutions outside of B.C., to be ready to accept applications within six months. ■

L'INSTITUT INDO-CANADIEN SHASTRI INDO-CANADIAN INSTITUTE

India Studies Fellowship Competition for 2003–2004

The Shastri Indo-Canadian Institute invites applications from scholars, librarians, students and artists who wish to undertake research or training in India during the **2003–2004** academic year.

FACULTY FELLOWSHIPS

For candidates with appointments in Canadian universities or colleges. Fellowships may be used to i) do research, ii) undergo language training or iii) undertake study to acquire a new area of expertise.

LIBRARIAN FELLOWSHIPS

For Canadian university libranans to undertake i) research or ii) study in India that would enhance knowledge and skilla relevant to India Studies teaching and research support.

POST-DOCTORAL FELLOWSHIPS

For candidates with Ph.D.s to do research.

STUDENT FELLOWSHIPS

For candidates entering or enrolled in a graduate degree programme. Fellowships may be used to i) do research, ii) undergo language training or iii) acquire a graduate degree from an Indian university.

ARTS FELLOWSHIPS

For visual and performing artists who i) ara practitioners of an Indian art form and wish to undergo training or engaga in ralated activity in India to improve their skills or expand their rapertoira or, ii) are not practitioners of such an art form but wish to undergo training in India in an Indian art form to develop their own work in new, interesting and creative ways.

The funding for this Programme is subject to budgetary provisions.

CONDITIONS OF APPLICATION

- Eligibility is restricted to citizens and permanent residants of Canada who are a minimum of aighteen years of age.
- Fellowships are awarded to thosa specializing in India Studies in the areas of the arts, humanities and the social sciences, including education, management and law.
- The primary criteria for selection are the professional competence of the applicants and the potential for improving the understanding of India in Canada.
- Fellowships ara given for periods ranging from three to twelve months. Tenure cannot begin until Government of India approval has been obtained. Normally candidates can expect to hear by **July 1, 2003** but approval may take longer.
- Applications must be aubmitted on forms supplied by the Institute for this year's competition.
- Deadline for receipt of complete applications is **Tuesday July 2, 2002**. Please note that applications sent by e-mail or facsimile ara not accepted.

INQUIRIES & APPLICATION FORMS

Programme Officer
Indie Studies Programme
Shastri Indo-Canadian Institute
Room 1402, Education Tower
2500 University Dr. NW
Calgary, Alberte, Canede T2N1N4
Tel: (403) 220-7467
Fax: (403) 289-0100
E-mail: sici@ucalgary.ca
Website: www.ucalgary.ca/~sici

UCCB Budget in Flux

THE board of governors at the University College of Cape Breton voted April 26 to reject the proposed budget presented to them by university president Jacquelyn Scott by a vote of 15–13.

The rejection followed concerted efforts by students and staff members to raise awareness about the budget, which would have eliminated 48 positions and raised tuition by almost 6 per cent.

Although the budget had been tabled March 15, it was presented with virtually no changes at the April board meeting, said Allen Britten, president of UCCB's faculty association.

According to the Cape Breton Post, some board members hastened to declare their rejection of the budget was not a vote of "non-confidence in senior administration." Nonetheless, such a vote is unusual.

"Boards rarely reject a president's budget," remarked CAUT executive director James Turk. "We are delighted the board listened to faculty and student concerns."

Britten said the administration has now met with the budget advisory committee, which includes faculty members and students, in an attempt to find a solution to the impasse.

"I'm hoping they will come back with a budget that has more emphasis on teaching," Britten added. ■

L'entente prouve que le Dr Healy avait raison

☞ Suite de la PAGE A1

La déclaration conjointe précise également que le Dr Healy a l'intention de continuer d'écrire sur les questions relatives aux sociétés pharmaceutiques, à la recherche et à la liberté universitaire et d'en parler.

M. Catano a exprimé l'espoir que « cette affaire incite l'Université de Toronto et toutes les universités du Canada à défendre plus vigoureusement la liberté universitaire des professeurs nommés à des hôpitaux universitaires et à des instituts de recherche affiliés à des universités. » ■

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE *PENNSYLVANIA*	March 1963(15-24)	1963
AMARILLO COLLEGE *TEXAS*	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE *TEXAS*	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY *MISSOURI*	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY *KENTUCKY*	December 1975(322-28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES *IOWA*	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE *ARKANSAS*	May 1978(93-98)	1978
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240-50)	1979
OLIVET COLLEGE *MICHIGAN*	April 1980(140-50)	1980
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207-12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE *TEXAS*	January-February 1985(1a-9a)	1985
TALLADEGA COLLEGE *ALABAMA*	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE *MAINE*	May-June 1987(45-50)	1987
HILLSDALE COLLEGE *MICHIGAN*	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART SOUTHEASTERN BAPTIST	May-June 1988(49-54)	1988
THEOLOGICAL SEMINARY *NORTH CAROLINA*	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
DEAN JUNIOR COLLEGE *MASSACHUSETTS*	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May-June 1992(42-49)	1992
CLARKSON COLLEGE *NEBRASKA*	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE *SOUTH CAROLINA*	May-June 1994(37-46)	1994
NYACK COLLEGE *NEW YORK*	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE *MARYLAND*	May-June 1995(40-50)	1995
ST. BONAVENTURE UNIVERSITY *NEW YORK*	July-August 1995(65-73)	1996
GARLAND COUNTY COMMUNITY COLLEGE *ARKANSAS*	May-June 1996(41-46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY *INDIANA*	July-August 1996 (51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997 (53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997 (52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998 (46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998 (56-62)	1998
JOHNSON AND WALES UNIVERSITY *RHODE ISLAND*	May-June 1999 (46-50)	1999
MOUNT MARTY COLLEGE *SOUTH DAKOTA*	May-June 1999 (51-59)	1999
ALBERTUS MAGNUS COLLEGE *CONNECTICUT*	January-February 2000 (54-63)	2000
UNIVERSITY OF CENTRAL ARKANSAS	March-April 2000 (101-114)	2000
CHARLESTON SOUTHERN UNIVERSITY	January-February 2001 (63-77)	2001

Copyright Talks Conclude

THE federal government's copyright consultations rolled into Ottawa April 11 for an all-day session on proposed legislation to amend the Copyright Act. The forum, which attracted more than 100 individuals and groups, was part of a series of cross-Canada meetings organized by the federal departments of Industry and Heritage. Prompted by an array of controversial proposals, the consultation provided an opportunity for Canada's educational and library communities, among others, to pointedly put their views to departmental officials.

"This is all about access to information, access to knowledge" said Ken Field, chair of CAUT's intellectual property working group. "There is enormous corporate pressure to gut the public domain, to stamp out the information commons, to put a price tag on every fact in existence. We can't let that happen."

Among proposals being floated by the government is a plan to make it illegal to decode encrypted digital information, even when the person or institution accessing the work is legally entitled to the material for archival preservation or fair dealing.

According to Field, the government's plan to proceed rapidly with amendments has run into unexpected trouble. "In the past the response from the general public on copyright issues has been basically nonexistent. This time around there are more than 500 written submissions to date, the vast majority of them hostile to the departments' corporate-friendly proposals. It's unprecedented."

The final consultation meeting was held April 29 in Edmonton. The departments are now expected to issue a report on the submissions they have received. "After the earful they got from Canadians, it would be very disturbing if they continue to proceed down the same path they've been traveling," Field said. ■

CAUT's submission on copyright reform is available online at www.caut.ca/english/issues/copyright/.

Manitoba Extends Tuition Freeze

THE government of Manitoba announced it is extending its freeze on university and tuition fees for another year.

The announcement was made last month as the provincial NDP government tabled its third budget. The freeze follows the 10 per cent tuition reduction announced in the 2000 budget.

"Education is one of the key priorities for our government," said Advanced Education Minister Diane McGifford. "The tuition freeze ensures that education remains affordable for Manitoba students."

In addition to the freeze, $16 million in bursaries, scholarships and study grants will be available for students at Manitoba post-secondary institutions. Universities and colleges will also receive higher operating grants.

"At the post-secondary level, we will continue to invest in higher enrolments, capital improvements and affordability measures," Finance Minister Greg Selinger said. "Our goal is to put a college or university education within reach of every young person who meets the entrance requirement."

McGifford said the 10 per cent reduction and subsequent two years of tuition freezes has resulted in a 12 per cent increase in enrolment. ■

Pension Dispute Settled

☞ From PAGE A1

sought in their action. In settling, the four women asked for and received acknowledgement that systematic discrimination took place.

In a release issued April 19, the university's vice-provost, Vivek Goel, said the university "had failed to achieve fairness in ensuring that all faculty members of similar accomplishment and seniority within the same discipline received similar compensation."

Franklin said the most important gain is in the principle.

"It is not the optimum, but we felt it was an honorable settlement," Franklin said.

She also said the whole process took more than 16 months and she's immensely relieved that it's over. "It is not a pastime I recommend."

She said she hopes the settlement will help other women to obtain fair compensation without going through such an arduous process.

Toronto lawyer Mary Eberts, who acted for the women, said their victory creates an important precedent. "Now it's really up to other women to make it a good precedent by bringing their cases forward."

According to sociologist Helen Breslauer, who testified as an expert witness in the case, statistics show that female academics across Canada have consistently been underpaid. ■

CAUT is asking local faculty associations and individual affiliated members to support the historic efforts of these four retired faculty members by sending a donation to their legal fund. Donations should be sent to legal counsel Mary Eberts of the law firm Eberts, Symes Street & Corbett, 133 Lowther Avenue, Toronto, ON M5R 1E4. Cheques should be made payable to "Law Office of Mary Eberts, in trust."

Traduction française à la page A3.

Report of the AF&T Committee into the matter of Dr. James Kepron

At its December 1999 meeting, the CAUT Academic Freedom and Tenure Committee (the committee) passed a motion to:

> Undertake a fact-finding visit to Brandon University to investigate possible unfairness and violations of CAUT policies, including, but not limited to, conflict of interest in the tenure process as it affected Dr. James Kepron, up to and including the university president's decision in the matter.

Two fact-finding visits were made to Brandon University, the first by Professors Glenna Knutson and Ian McKenna, in January 2000, the second by Professors McKenna and Tom Booth, in April 2000.

On each occasion the team had conversations with Brandon University faculty members and administrators who were suggested by the Brandon University Faculty Association (BUFA), and by the university president Dr. Dennis Anderson. The team further initiated meetings with the president, vice-president Patrick Carrabre, dean of education Ron Common, Dr. Lorraine Frost, and board of governors chair Mr. Jacob Jensen. The team also reviewed documents provided by BUFA, the president, Dr. Kepron, and several other persons with whom it met.

At its September 2000 meeting the CAUT Academic Freedom and Tenure Committee studied, endorsed, and approved distribution of the report of the fact-finding team to the university, BUFA, and Dr. Kepron.

The report is structured as follows: Section 1 summarizes the sequence of events leading to the deniel of tenure to Dr. Kepron. The committee's conclusions based on the evidence gathered by the fact-finding team are summarized in section 2. Section 3 presents both the evidence obtained by the fact-finding team and the committee's conclusions drawn from the evidence, including the reasons for its conclusions. Section 4 offers recommendations to the parties. Two appendices provide respectively a short professional profile of Dr. Kepron, and a summary of the tenure procedures at Brandon University, as specified in the collective agreement between the university and BUFA.

1 Summary of Events Pertaining to the Denial of Tenure

In September 1991, Dr. James Kepron took up a special education position in the department of educational psychology and foundations in the faculty of education at Brandon University. Dr. Kepron's initial three-year term contract, convertible to a probationary (tenure track) appointment, was so converted in 1994. The process of conversion consisted of both the Central Appointments Committee's (CAC) ratification of a special education tenure track position, and the department's endorsement of Dr. Kepron as meriting conversion to the tenure track position.

In October 1996, Dr. Kepron made application for tenure, in accordance with the collective agreement between the university and BUFA. This first (1996) application for tenure was supported by the department, with one dissent, and by the faculty of education tenure committee (FTC). Dean of education Ron Çommon opposed the granting of tenure, recommending, instead, to the University Tenure Committee (UTC), a one-year extension of probation. President Anderson rejected the UTC's recommendation of a one-year extension of probation. Upon appeal, the Tenure Appeal Committee (TAC) overruled the president's decision as arbitrary and capricious and awarded Dr. Kepron a one-year extension of probation.

Dr. Kepron made a second application for tenure in October 1997. That application was supported by a narrow (4–3) majority of his department and not supported by e narrow majority (4–3) of the FTC. It is in dispute between BUFA and Dr. Kepron on the one hand, and the university administration on the other whether a valid majority of the FTC did oppose Dr. Kepron's application, because one faculty member cast negative votes in both the departmental committee and the FTC. Dean Common recommended against tenure.

The UTC recommended to the president that Dr. Kepron be granted tenure, a recommendation that the president rejected. The TAC was asked by Dr. Kepron to review the president's decision as allegedly arbitrary and capricious. The TAC found the decision not arbitrary or capricious but recommended the president review his decision to reject the UTC's recommendation. President Anderson's letter of termination to Dr. Kepron is dated three days after the date of the TAC's decision and accompanying recommendation. The fact-finding team found no evidence the president reviewed his decision in accordance with the TAC's recommendation. The termination of Dr. Kepron's employment took effect on Aug. 31, 1998.

Subsequently, BUFA brought an application for judicial review of the TAC's decision. The Manitoba Court of Queen's Bench rejected BUFA's application as out of time, ruling the TAC was a board of arbitration within the meaning of the Manitoba Labour Relations Act, and subject to the 30-day time limit for applications for judicial review under that Act. Accordingly, the Court did not address the substance of BUFA's application for judicial review.

2 Summary of the Committee's Findings

The committee finds there was unfairness in the process of Dr. Kepron's second (1997) application for tenure. The bases of the committee's finding of unfairness are:

1. There is a reasonable apprehension of bias on the part of the then dean of education, Dr. Ron Common, in his recommendation to the UTC;

2. In refusing to allow Dr. Kepron to add to his tenure application dossier an article submitted for publication, dean Common was in breach of the collective agreement; this breach may have influenced president Anderson's decision to deny tenure and the TAC's review of that decision;

3. In his denial of tenure to Dr. Kepron, president Anderson (a) relied, at least in part, on the recommendetion of Dr. Common; (b) rejected the recommendation of the UTC on the basis of irrelevant considerations; and (c) failed to provide substantive reasons, as required by Article 13.8 of the collective agreement, for rejecting the UTC's recommendation.

3 Reasons for the Committee's Findings

Supporting Evidence of Alleged Apprehension of Bias and Unfairness on the Part of Dean Common

In this sub-section, we consider matters in the summary above, points 3(a) and 3(b).

a) The Dean's Role in the Hiring of his Spouse

It is alleged by BUFA, end by e number of faculty members, who provided evidence to the fact-finding team that dean Common acted improperly and in conflict of interest with respect to the appointment of his spouse, Dr. Lorraine Frost. It is alleged, further, that dean Common's negative recommendation on Dr. Kepron's tenure application served the purpose of advancing his spouse's career at the expense of Dr. Kepron.

Dr. Roger Neil informed the fact-finding team that, in spring 1996, Dr. Common asked him to alter the specifications of a job posting for a position in the department of educational psychology and foundations, of which Dr. Neil was chair. At that time, Dr. Common had accepted the offer of appointment as dean but had not yet assumed his duties. The job posting had been requested by the department and approved by the

Central Appointments Committee (CAC) to replace a deceased faculty member, Professor Hurlburt, a specialist in guidance and counselling.

Dr. Neil informed the fact-finding team that Dr. Common's reason for asking him to alter the job posting to remove the *requirement* of a specialty in guidance and counselling was to facilitate the hiring of his spouse, Dr. Frost, whose specialty is special education. Dr. Neil informed us that his refusal to accede to Dr. Common's approach was met with what he saw as rancour and hostility on the part of Dr. Common.

The fact-finding team was informed by Drs. Neil and McQuarrie, and other members of the department that, after taking office, in fall 1996, dean Common proposed that the department alter the requirements of the position, although it had already been nationally advertised, and applications received. Those department members informed us that they agreed to dean Common's proposed alterations solely because of his warning that, without the change, the department was in danger of losing the position altogether. The CAC approved the requested alteration, which called merely for an *interest*, rather than a specialty, in guidance and counselling.

Drs. McQuarrie and Neil informed the fact-finding team that, within three weeks of the CAC's ratification of the altered job posting, the appointment committee interviewed Dr. Frost for the position. The fact-finding team was informed, further, that the revised position was not advertised beyond posting on a university notice board and that no applicant for the position originally advertised was called for an interview. The chair of the appointment committee, Dr. Roger Smith, indicated to the fact-finding team that, as Dr. Frost was the outstanding candidate for the revised position, the appointment committee considered it unnecessary to interview any of the applicants for the position originally advertised. Dr. Smith indicated, further, that dean Common had no involvement whatever in the appointment committee's decision to hire Dr. Frost.

Professor Jack Lam informed the fact-finding team that, while the appointment committee was impressed with Dr. Frost's qualifications, he and one other member agreed to Dr. Frost's appointment, only on condition that she agree to upgrade her qualifications in the area of guidance and counselling, following her appointment. Dr. Frost disputes that such an upgrading requirement was imposed or suggested. Chair Dr. Smith could recall no such requirement.

The university has documented Dr. Frost was hired to fill the position left vacant by the sudden death of Dr. Hurlburt, a specialist in guidance and counselling, not special education. The fact-finding team found no evidence that Dr. Frost undertook any upgrading courses in guidance and counselling. The department provided to the fact-finding team documentation of Dr. Frost's course assignments subsequent to her appointment. It suggests that Dr. Frost undertook no teaching within the specialty of guidance and counselling.

BUFA alleges that, following Dr. Kepron's dismissal in 1998, Dr. Frost assumed immediate responsibility for a significant number of the courses previously taught by Dr. Kepron. A course assignment list provided to the fact-finding team indicates that, following Dr. Kepron's dismissal, Dr. Frost assumed responsibility for a substantial number of special education courses previously taught by the former.

Dean Common, the president, and vice-president Carrabre met collectively (at their insistence) with the fact-finding team and denied there was any connection between the hiring of Dr. Frost and the denial of tenure and dismissal of Dr. Kepron. In a separate meeting with the fact-finding team, Dr. Frost voiced a similar opinion. All four advanced the opinion that Dr. Frost was hired to fill the (revised) position vacated by Dr. Hurlburt and that she began employment in January 1997, more than a year before Dr. Kepron was denied tenure. The three administrators emphasized that the university took pains to avoid a conflict of interest on the part of dean Common by requiring Dr. Frost to report to vice-president Carrabre, rather than to her spouse, dean Common.

b) Dean Common's Role in Dr. Kepron's First (1996) Tenure Applicetion

Dean Common recommended against tenure for Dr. Kepron in his 1996 application. Such recommendation was contrary to the respective positive recommendations of the faculty of education tenure committee and the departmental committee.

Dean Common brought to the UTC a recommendation that he described as "essentially positive" that Dr. Kepron be awarded a year's extension of probation, in order to meet what he stated to be the necessary standard of scholarly and research activity.

Two main concerns were raised before the fact-finding team, with respect to dean Common's role in the first (1996) tenure applications:

i) Dean Common's influence on the UTC's deliberations. Dr. Dale Hayes stated that the UTC meeting to discuss Dr. Kepron's case was scheduled at short notice for a time when he was unavailable. Dr. Hayes was the sole faculty of education representative on the UTC.

Dr. Hayes stated that, in his absence, the UTC received from dean Common what Dr. Hayes judged to be a limited and one-sided picture of custom and practice in the faculty of education with respect to the definition of scholarly and research activity. Dr. Hayes attributed this, in part, to the recency of Dr. Common's presence in the university and the faculty.

The UTC chair, Dr. Rice, shared with the fact-finding team his observations about the role that dean Common played in the UTC's proceedings on Dr. Kepron's case. Dean Common was a full member of the UTC during deliberations on other cases before the UTC but was replaced by an alternate for Dr. Kepron's case. Nevertheless, after presenting his written decanal recommendation to the UTC, dean Common remained present throughout that committee's proceedings, including its deliberations and vote.

While Dr. Rice informed us that dean Common's role in the UTC's proceedings was more than he, as chair, had anticipated, he did not consider that the dean's opinions influenced the vote. Indeed, Dr. Rice indicated that he felt dean Common's recommendation was more a reflection of, than an influence upon, the UTC's decision.

ii) Dean Common's letter of recommendation to the UTC. The fact-finding team's conversations with several university deans, and former deans, reveal a clear and established practice for decanal tenure recommendations. While deans at Brandon are expected to communicate their own assessments of a candidate, it is customary to provide the UTC with a balanced review of the candidate's file. The fact-finding team received the following evidence of alleged lack of balance in dean Common's recommendation to the UTC.

In his 1995 evaluation of Dr. Kepron's performance, acting dean of education, Dr. Gerald Richards, suggested Dr. Kepron might submit for publication some of his ongoing research and scholarship. At various stages of Dr. Kepron's two tenure applications, Dr. Richards made a point of putting on record that his remarks were not intended to convey the opinion that Dr. Kepron *must* publish as a condition of receiving tenure. Dr. Richards indicated he would not voice such an opinion because he did not, as dean, believe it was necessary for Dr. Kepron to publish. Rather, it was Dr. Richards' intention to encourage Dr. Kepron to submit for publication a particular piece of scholarship because he had something important to say.

In spite of Dr. Richards' clear explanation of what he intended to communicate in his decanal evaluation of Dr. Kepron, dean Common persistently maintained in his own evaluations of Dr. Kepron that it was former dean Richards' opinion that Dr. Kepron *must* become involved in publishing articles.

Dean Common's 1996 letter of recommendation makes no reference to the remarks of Dr. Robin Enns, chair of the FTC, in its letter recommending tenure for Dr. Kepron. In that letter, Dr. Enns makes specific reference to his personal influence on the direction of Dr. Kepron's career strategy, while he was dean of the faculty of education. Dr. Enns notes the weight that he, as dean, placed on teaching and curriculum development as an important aspect of "scholarship" as required by the collective agreement. Dr. Enns' informed the fact-finding team that his view of the scope of the term "scholarship" influenced his decanal advice to Dr. Kepron in his career at the university prior to his tenure application. Such view also influenced Dr. Enns' support of Dr. Kepron's application in his role as chair of the 1996 FTC.

Neither dean Common's letter of recommendation, nor his oral address, to the UTC made reference to the evidence of two former deans of education that indicates plainly their respective belief, as communicated to Dr. Kepron, that, in the faculty of education, scholarship through teaching and curriculum development met the scholarship/research requirement of tenure, laid down in the collective agreement.

Also absent from dean Common's letter of recommendation to the UTC was reference to the fact that Dr. Kepron's application was supported by all but one of the departmental committee and by the FTC.

Dean Common's letter of recommendation did contain positive remarks about Dr. Kepron's performance. The dean recognized that Dr. Kepron had in progress some research that, "given time, might yield publications." Dean Common's recommendation of a one-year extension of probation was designed to allow Dr. Kepron "to demonstrate and develop the scholarship and research activities necessary for eligibility for tenure." The dean indicated further, in his letter to the UTC, that he would be "pleased to support Dr. Kepron in his efforts to extend his contributions in the area of scholarship and research."

Absent from dean Common's recommendation for extended probation was specific reference to what he would require of Dr. Kepron by way of peer-reviewed publication at the conclusion of the extended period of probation, in order to support his 1997 tenure application.

c) Dean Common's Role in Dr. Kepron's Second (1997) Tenure Application

i) Incident with dean Ross. Dean Linda Ross informed the fact-finding team that, shortly before her assuming the position of acting dean of health studies, she reviewed, at Dr. Kepron's request, drafts of two articles that he intended to submit for peer-reviewed publication. Professor Ross, as she then was, commented favourably on the articles, considering each potentially publishable in peer-reviewed journals. Dr. Kepron used the positive comments as support for his tenure application. Dr. Ross informed the fact-finding team that she reviewed the articles as a colleague having an *interest* in reading recovery, not as an expert in the field.

Professor Ross informed the fact-finders that, thereafter, dean Common confronted her (by then acting dean of health studies) about her positive assessment of Dr. Kepron's work. Professor Ross stated that dean Common expressed the view that such comments "pitted dean against dean." Dean Ross stated that she considered Dr. Common's action an unacceptable questioning of her professional integrity.

In his response to the preliminary draft of this report, Dr. Common acknowledged the "confrontation" with then acting dean Ross took place, and explained his concern to be the inappropriateness of the latter's "writing a letter out of 'friendship' for a faculty member in my faculty."

In his written recommendation to the UTC, dean Common made no reference to dean Ross's evaluation of Dr. Kepron's work. According to Dr. Clifford Anderson, the UTC placed "significant weight" on Dr. Ross's assessment of the articles. One of the two articles was subsequently published in a peer-reviewed journal.

ii) Lobbying department members. Two members of Dr. Kepron's department (Drs. Neil and Henley) informed the fact-finding team that dean Common insisted that they attend the departmental meeting to review Dr. Kepron's application. Both faculty members indicated that their respective views of the inadequacy of Dr. Kepron's scholarship were well known. Each considered the dean's insistence that they attend, and vote at, the meeting was founded on his belief they would vote against Dr. Kepron's tenure application, on grounds of alleged lack of scholarship. Drs. Henley and Neil had voiced their negative opinions of Dr. Kepron's allegedly inadequate scholarship during the process of Dr. Kepron's 1996 tenure application, and Dr. Neil's was the sole departmental vote against the award of tenure. Each expressed the belief that dean Common expected him to vote against Dr. Kepron's candidacy in the 1997 tenure application. Each indicated that such decanal pressure was contrary to established practice in the faculty of education.

Dr. Roger Neil was on sabbatical leave at the time of Dr. Kepron's 1997 tenure application and had resolved, in accordance with departmental custom and practice, that he would not attend departmental meetings while on leave. Dr. Neil characterized as inappropriate and intimidating the pressure dean Common placed on him to attend and to cast a vote. Dr. Neil bowed to the pressure to attend, and cast his vote against Dr. Kepron's application. It should be emphasized that the dean's pressure did not influence Dr. Neil's decision to vote against Dr. Kepron's application. Rather, it caused him to attend, participate in, and vote at the meeting, when his preference would have been not to attend, in accordance with departmental convention regarding faculty members on sabbatical leave.

Dr. Henley informed the fact-finding team that, prior to the departmental tenure meeting to consider Dr. Kepron's tenure application, dean Common informed him, during a visit of the latter to Cranberry Portage, that it was vitally important that Dr. Henley attend, and vote at, that meeting. Dr. Henley indicated to the fact-finding team that his low opinion of Dr. Kepron's scholarship was well-known within the department.

Dr. Henley shared with the fact-finding team his feelings of anxiety about both the dean's pressure on him to attend the meeting and the expectation of how he should vote. As indicated in his letter of abstention, Dr. Henley was well aware of the dependence of his tenure at the university on the continuing availability of funding and on faculty of education support for BUNTEP. Dr. Henley indicated he was acutely aware of the importance of the good will of dean Common and his departmental colleagues for his job security at the university.

Dr. Henley informed the fact-finding team that, while he was genuinely ambivalent about how or whether to cast his vote (as indicated in his letter of abstention to Dr. McQuarrie), his ultimate decision to abstain was influenced by his concern not to "make enemies" in what he considered to be the rival departmental "camps."

Dr. Henley's hopes for such a "neutral" strategy were not fulfilled. He informed the fact-finding team that, following his decision to abstain from voting, dean Common directed toward him open, verbal hostility. Dr. Henley could find no explanation other than his failure to vote against Dr. Kepron's tenure application.

In his response to a preliminary draft of this report, dean Common denied he exhorted Dr. Henley to attend the departmental meeting to consider Dr. Kepron's tenure application. Dean Common indicated he simply assumed Dr. Henley would perform his professional duty and attend the departmental meeting.

Dean Common explained the alienation alleged by Dr. Henley as due to other differences between himself and Dr. Henley.

iii) Double voting on the FTC. Dr. Beverley Bailey participated, and voted, in both the departmental and the FTC proceedings. This permitted her to cast two votes against Dr. Kepron's candidacy, and to influence the opinions of faculty members on both committees. BUFA lodged an objection, but the FTC chair ruled that such double voting conformed with past practice in the faculty of education. In his response to the preliminary draft of this report, dean Common noted that double voting had worked in Dr. Kepron's favour in 1996, when Dr. Halimandaris supported Dr. Kepron's tenure application in both the departmental and FTC meetings.

Subsequent to Dr. Kepron's 1997 application the collective agreement was amended to eliminate double voting in such circumstances. There is no evidence that dean Common used his decanal influence to prevent double voting in either of Dr. Kepron's applications. The fact-finding committee noted that, while the double vote of Dr. Halimandaris in 1996 had no influence on the virtually unanimous support for Dr. Kepron's tenure application at both the departmental and the faculty level, Dr. Bailey's double voting in the 1997 committees was decisive in the FTC.

iv) Exclusion of additional material from Dr. Kepron's dossier. There is evidence that dean Common blocked Dr. Kepron's attempt to add to his dossier the draft of a third article, almost ready to be submitted for publication. The excluded article, entitled "Off-campus Delivery of Graduate Studies Programs to First Nations Students," was published subsequently in the peer-reviewed *Canadian Journal of Native Studies*. Dean Common sent Dr. Kepron a memorandum on Oct. 31, 1997, indicating that he would not be permitted to add material to his dossier while it was in the dean's office. It is unclear by what authority dean Common refused to allow Dr. Kepron to add the draft article to his dossier. The collective agreement states, inter alia: "It is the candidate's responsibility to see that the dossier includes all information to be considered. All information on which tenure recommendations and decisions are to be based, including substance and sources, shall be added to the dossier."

As the collective agreement specifies Nov. 1 as the date by which the departmental recommendation and letters of dissent must reach the dean, the FTC and the UTC, it is not clear upon what authority dean Common acted in preventing the FTC from considering an additional piece of research submitted for peer review, and available to the FTC by Nov. 1.

v) Dean Common's letter of recommendation to the UTC. Dean Common's letter of recommendation to the UTC (Nov. 12, 1997) criticized the favourable departmental letter of recommendation for its failure to incorporate the views of the minority, who opposed tenure for Dr. Kepron. The dean's letter also referred, with approval, to the majority opinion of the FTC, which opposed tenure for Dr. Kepron. Such references stand in marked contrast to dean Common's failure, in his letter to the 1996 UTC, to make any reference to the virtually unanimous support that Dr. Kepron's candidacy received from the FTC and the departmental committee.

Dean Common's letter contained his negative assessment of two articles submitted by Dr. Kepron for publication. (As noted above, dean Common declined to allow inclusion of a third article in Dr. Kepron's dossier.) Dean Common described both pieces as "very weak," recognizing that one was in a field not in his area of expertise. In his letter, dean Common proceeded to criticize the positive opinions passed on the articles by dean Ross and Dr. Hayes. In his response to the preliminary draft of this report, Dr. Common indicated that he excluded reference to the opinions of Drs. Ross and Hayes because they were not experts in the area.

Dean Common's 1997 letter of recommendation contained further reference to the alleged statement of former dean Richards to Dr. Kepron that he must have peer-reviewed publications as a condition of receiving tenure in his prospective 1996 application. As noted above, Dr. Richards had already denied and continues to deny that he made, or would make, such a statement, as it was never his opinion that Dr. Kepron was required by the collective agreement to have peer-reviewed publications. Dr. Richards has maintained that his encouragement to Dr. Kepron to publish was merely a suggestion because he considered that Dr. Kepron had

something important to say in his academic work. While the first *written* record of Dr. Richards' denial appears to have been in a letter to the president (copied to dean Common), dated Nov. 17, 1997, to our knowledge, dean Common has never acknowledged his erroneous interpretation of Dr. Richards' remarks.

Dean Common's letter of recommendation contained an allegation that, in one of his articles submitted as evidence of scholarship/research, Dr. Kepron had breached academic convention and etiquette by listing himself as first author in a co-authored piece submitted for publication. The UTC chair, Dr. Clifford Anderson, indicated to the fact-finding team that, at Dr. Kepron's request, he contacted the co-author (Ms. Hamilton), who expressed to him the views that there had been no breach of etiquette by Dr. Kepron, and that she felt privileged to have worked under Dr. Kepron's guidance. In spite of the co-author's express repudiation of dean Common's allegation, the fact-finding team traced no record of a correction, retraction, or apology by dean Common.

The substance and tone of dean Common's 1997 recommendation for Dr. Kepron is in marked contrast to a letter of recommendation submitted by him in support of a tenure application by another member of the faculty of education. The fact-finding team obtained the consent of the faculty member and BUFA to view, and make reference to, this letter, on the condition of the faculty member's anonymity.

Dean Common's letter of recommendation on Dr. Kepron's application insisted on the necessity for peer-reviewed publications as evidence of progress in research and scholarship. In marked contrast, the dean's letter pertaining to another applicant for tenure accepted, as evidence of progress in scholarship/research, work that had not been peer-reviewed. In this case, the absence of peer-reviewed work or publications was not a barrier to the dean's recommendation of tenure.

Finally, dean Common's letter of recommendation on Dr. Kepron's 1997 application contrasts with his letter on the 1996 application in its clear and specific demand for published, peer-reviewed articles as a condition of receiving tenure. The dean's 1996 letter did emphasize the need for Dr. Kepron to produce work for submission for peer review. It nowhere suggested that, by the end of his extended probationary period, Dr. Kepron must have published peer-reviewed articles. Nor does the dean's 1996 letter suggest Dr. Kepron would have to have peer-reviewed work accepted for publication to obtain tenure at the end of his extended probation.

Conclusions from the Evidence of an Apprehension of Bias on the Part of Dean Common

It is the committee's opinion that the evidence gathered by the fact-finding team supports the conclusion that dean Common was biased against Dr. Kepron in the process of the latter's 1996 and 1997 applications for tenure. The committee concludes also that dean Common acted on such bias. The committee perceives that the dean's bias in the 1997 application had significantly greater impact on Dr. Kepron's academic career, because that recommendation was one of the factors relied upon by the president in his decision to deny tenure.

The evidence of decanal bias in the 1997 tenure application consists of dean Common's:

1. Insisting to faculty members who were critical of Dr. Kepron's work that they attend the departmental meeting to vote on Dr. Kepron's application;

2. Confrontation with a decanal colleague because she provided a positive internal review of Dr. Kepron's work;

3. Failure to assign weight to the reviews of Dr. Kepron's scholarly work by dean Ross, and Professor Hayes (contrary to established decanal practice in the faculty);

4. Exclusion of crucial material from Dr. Kepron's dossier in violation of the collective agreement;

5. Statements in his 1996 and 1997 letters of recommendation that former dean Richards informed Dr. Kepron that he must publish peer-reviewed articles in order to receive tenure (dean Common continued to make such statements in spite of Dr. Richards' repudiation);

6. Claim that Dr. Kepron had breached convention and etiquette in identifying himself as primary author in a co-authored work (such claim is denied by the co-author, as indicated to the committee by UTC chair Dr. Clifford Anderson);

7. Application to Dr. Kepron of the requirement of peer-reviewed publication as evidence of progress in scholarship, when such standard was not applied by him to at least one other member of the faculty of education (such requirement was not specified in dean Common's 1996 recommendation for an extension of Dr. Kepron's probation);

8. Assigning greater weight to negative minority opinions of the departmental committee than to the majority opinions, in his 1997 decanal evaluation of Dr. Kepron; assigning greater weight to the negative, than to the positive, opinions of the equally split 1997 FTC (this was in contrast to the dean's 1996 recommendation for extended probation rather than tenure, which did not acknowledge positive departmental and FTC recommendations to grant tenure to Dr. Kepron);

9. Not advising the 1997 FTC of a possible breach of due process, arising from the participation and vote of a faculty member in both the departmental committee and the FTC; and,

10. Participation in the deliberations and decision process of the 1996 UTC (as the only member of the faculty of education present) in spite of having formally recommended to the UTC against tenure (the dean's formal recommendation, and his remarks to the UTC during its deliberations, were contrary to the virtually unanimous opinions of both the department committee and the FTC).

The committee concludes that there is evidence of apprehension of bias on the part of dean Common against Dr. Kepron. That is, a reasonable person would apprehend bias, particularly when aware that dean Common departed from the custom and practice of university deans to present a balanced profile of evidence and opinion, even when they do not coincide with the dean's personal assessment of the candidate.

It was suggested to the fact-finding team that dean Common's alleged bias against Dr. Kepron was motivated by his desire to establish and advance, at Brandon University, the career of his spouse, Dr. Lorraine Frost. The committee recognizes there is evidence to support such a perception.

It must be said at the outset, that the committee concludes, without reservation, that dean Common in no way influenced the selection process of the appointment committee, once it commenced its work under the chairmanship of Dr. Roger Smith.

Evidence of Dr. Common's involvement in the hiring of his spouse precedes the advertisement of the revised position for which the latter applied. Dr. Roger Neil's statement to the fact-finding team indicates that, even before he took office, dean Common sought to have Dr. Neil "bend the rules" by altering the specifications of a vacant position, in order to facilitate the employment of his wife. There is evidence that, when such strategy failed, dean Common influenced the department to alter the description of the already advertised position to facilitate the employment of his spouse.

The committee finds Dr. Neil's evidence persuasive particularly as the latter indicated, in each of the tenure applications, that he considered Dr. Kepron's research performance below the required standard. It is clear to the committee that Dr. Neil was not motivated by any partiality toward Dr. Kepron but by his judgment of appropriate standards of fairness and due process.

The revised position was advertised neither nationally nor regionally, though the original advertisement was advertised nationally. Instead, the revised position was posted only within the university. One application was received, that of Dr. Frost.

Those events raise concerns for the committee, and for a number of faculty members at the university, that dean Common departed from proper and established process at the university, and pressured others to do so, in order to facilitate the appointment of his spouse. Such concerns are amplified by the statements of two members of the appointment committee that they agreed to Dr. Frost's appointment only if she undertook to upgrade her qualifications in guidance and counselling, in order to meet the position requirement that the successful candidate have an interest in guidance and counselling. There appears to be no evidence that such upgrading ever took place.

The fact-finding team heard evidence from Dr. Frost, and from the chair of the appointment committee, Dr. Smith. Neither recalls any stipulation that Dr. Frost must undertake such upgrading in counselling. The fact-finding team received no documentation on the matter. Accordingly, the committee cannot conclude that such a stipulation was made prior to Dr. Frost's appointment.

Following her appointment, Dr. Frost did not assume responsibility for courses in the guidance and counselling specialty, although the university administration has acknowledged, in writing, that she was a replacement for Dr. Hurlburt, the guidance and counselling specialist within the faculty. Instead Dr. Frost taught general education courses, until Dr. Kepron's dismissal, whereupon she assumed responsibility for his courses in special education, Dr. Frost's own area of specialization.

As Dr. Frost informed the fact-finders, and dean Common noted in his response to the preliminary draft of this report, the retirement of Dr. McQuarrie coupled with Dr. Kepron's departure produced a staffing crisis

that required the use of sessional instructors, and regular faculty members, as well as Dr. Frost, in the field of special education.

The evidence before the committee does not support the conclusion that dean Common's conduct during the process of Dr. Kepron's tenure applications was motivated by a desire to advance his wife's career at the university in her area of expertise. Nevertheless, the committee acknowledges there is sufficient evidence to justify the *perception* communicated to the committee by a significant number of Brandon University faculty members that the dean's conduct was so motivated. On the evidence presented to it, the committee finds such a perception reasonable.

Dean Common's conduct had a negative effect on Dr. Kepron's career and on due process at the university. Dean Common's refusal to admit into Dr. Kepron's dossier evidence of a third article submitted for publication (and subsequently published) deprived the FTC of a vital piece of evidence that might have affected the outcome of an extremely close vote. The dean's conduct may have affected the president's decision as he indicated his partial reliance on the opinions of FTC members who opposed Dr. Kepron's tenure.

The committee notes, further, that the impact of dean Common's actions extends beyond the president's decision, to that of the Tenure Appeal Committee (TAC). In determining the president's denial of tenure was not arbitrary or capricious, the TAC relied, in part, cn the negative recommendations of dean Common and the "majority" of the FTC. The validity of such majority is in dispute because of the double vote of a faculty member in the departmental committee and the FTC.

The President's Decision to Deny Tenure

a) The President's Reasons

The president received from the 1997 UTC a recommendation that Dr. Kepron be awarded tenure. In accordance with custom and practice, no reasons were provided for the positive recommendation. The collective agreement requires that reasons be provided only for a decision that has a negative impact on a candidate.

The collective agreement requires the president to provide "substantive reasons" for the rejection of a recommendation of the UTC. The reasons provided by president Anderson were as follows:

1. The president based his decision to deny tenure on the absence of peer-reviewed publications by Dr. Kepron at the time of his 1997 tenure application. This is consistent with the president's reason for denial of tenure in the 1996 application.

2. President Anderson supports his requirement that there be peer-reviewed publication at the date of the 1997 application by reference to a remark in the recommendation of the 1996 UTC about *the importance of scholarship/research productivity, including successful peer-review* (emphasis ours).

3. Further support for the president's requirement of peer-reviewed publication at the time of the application is the statement by the 1996 TAC, *while the committee acknowledged that there was evidence of some research, it felt that peer-reviewed publication was essential to demonstrate a record of progress* (emphasis ours).

4. President Anderson's letter to Dr. Kepron denying tenure refers also to the president's agreement with the opinions of dean Common and those of "a number of members of [your] Department end the Faculty Tenure Committee."

b) Assessment of the President's Reasons

The standards by which we assess president Anderson's decision to deny tenure are whether they were:

1. Fair and reasonable, and
2. Arbitrery or capricious.

The president's duty of fairness and reasonableness is embodied in the collective agreement, which provides that a negative decision on tenure be accompanied by substantive reasons. Furthermore, the committee assumes that, in the exercise of any power to dismiss a faculty member under the terms of the collective agreement, there is an implied duty to exercise the power fairly and reasonably.

It is our conclusion that the president's decision to deny tenure in Dr. Kepron's case did not meet the standards for being fair and reasonable. We base our conclusion, first, on an understanding that, while the president has authority to reject a recommendation of the UTC, the breadth and prestige of the membership of the latter clothes it with an authority that would demand compelling reasons for a presidentiel rejection of its recommendations.

The committee notes that the president, himself, appoints three members of the UTC, including its chair. The committee notes, further, that the UTC comprises five tenured faculty members, one elected from each of the four university faculties and one from the group of professional associates not affiliated with any of the four faculties. It is this prestigious and expert academic body that is designated by the collective agreement as responsible for formulating opinions and recommendations on academic matters, such as the award of tenure.

The committee notes, also, that the UTC is unique in its position as the only body or individual within the university (including the president) that has at its disposal, in rendering its decision, oral evidence from the candidate and expert witnesses, all of whom are subject to cross examination. The UTC also has before it the documentary evidence provided by the candidate, the dean, the department and the FTC. This serves to increase the heavy onus on the president to justify with substantive reasons his rejection of the opinion of the expert, university wide academic body.

The president rejected the recommendation of the UTC by reference to remarks of two bodies (the 1996 UTC and the 1996 TAC) that had no involvement or jurisdiction in the matter of Dr. Kepron's 1997 tenure application. Yet, the president relied on the matter of jurisdiction in his defence of Dr. Roddy's membership of both the 1996 UTC and the 1997 TAC (see below).

The president does not provide *any* reasons, let alone substantive ones, for rejecting the recommendation of the UTC in the matter of Dr. Kepron's 1997 tenure application. The president does not explain why the recommendation of the 1997 UTC should command less weight than selected remarks of the 1996 UTC, which had no jurisdiction in the 1997 application and no access to the full range of evidence before the 1997 UTC. The president's preference for the remarks of the 1996 UTC is all the more puzzling in light of the remarks of that body's chair, Dr. Rice. Dr. Rice informed the fact-finding team that the 1996 UTC took great pains, in fashioning its recommendation with respect to the 1996 tenure application, to avoid being seen as fettering the discretion of the 1997 UTC in its recommendation on Dr. Kepron's 1997 application for tenure.

The president's reliance on remarks by the 1996 TAC is equally difficult to comprehend. That body was not considering the substantive issue of Dr. Kepron's 1996 tenure application but merely determining whether president Anderson had been arbitrary or capricious in rejecting the recommendation of the UTC. The fact that the 1996 TAC overturned the president's decision as arbitrary and capricious renders it all the more curious that he should rely on that body's remarks to support his 1997 rejection of the UTC's recommendation.

In his reliance on the respective remarks of the 1996 UTC and TAC, the president appears to take them out of context. The 1996 UTC did emphesize the importance of peer-reviewed publication for the award of tenure. However, the 1996 UTC did not stipulate what Dr. Kepron must accomplish during his extension of probation.

Two passeges of the UTC's 1996 letter to Dr. Kepron suggest that it saw the need for peer-reviewed publications by Dr. Kepron at some foreseeable future date. However, the passages suggest strongly that the 1996 UTC contemplated something less than actual publications by Dr. Kepron during the relatively short (less than one year) period of his extended probation. The UTC's letter refers to Dr. Kepron's scholarship/research record as *not quite sufficient* to constitute a "record of progress" in that area (emphasis ours).

Furthermore, the 1996 UTC stated: "The Committee felt that at least some of the activities presented as evidence of scholarship/research should be *written up and submitted for publication, so that the work could be evaluated by external reviewers in Dr. Kepron's specialty.*" (emphasis ours)

For the reasons specified above, the 1996 UTC sought not to be specific in its expectations of Dr. Kepron with respect to the period of extended probation. The letter, as a whole, suggests the UTC's expectation of something less than actual publications by the date of Dr. Kepron's 1997 tenure application. Such an expectation would be consistent with the collective agreement, which specifies the need for *"a record of progress"* in scholarship/research, not actual peer-reviewed publications. The letter does not support the president's claim that the 1996 UTC mandated actual peer-reviewed publications by Dr. Kepron, during his period of extended probation.

Df course, the foregoing discussion begs the question that remarks of the 1996 UTC have any relevance at all to the assessment of Dr. Kepron's performance in his 1997 tenure application. The chair, Dr. Rice, emphasized that he saw this as the task of the 1997 UTC not the 1996 UTC. Dr. Rice's view reinforces the clear language of the collective agreement.

In relying on the views of *some* of the department members and some of the FTC, the president appears to assign more weight to opinions of the *minority* of the department than to those of the majority.

Dr. Bailey's votes in both the departmental committee and the FTC raises doubts about the validity of the majority vote in the FTC. In light of this, we are concerned about president Anderson's assigning greater weight to the votes of one half of the members of the FTC over the other half.

The committee observes as well that, in his decision on Dr. Kepron's 1996 tenure application, president Anderson appeared to assign no weight to the *unanimous* recommendation of the FTC. The president also appeared to ignore the virtually unanimous voice of the 1996 departmental committee.

Finally, the president's decision is tainted by his reliance on dean Common's recommendation, which the committee finds biased, as discussed above. The president may claim that he had no knowledge of dean Common's bias at the time he made his decision. Yet, as we discuss below, the 1997 TAC made a point of informing the president that, "had the appeal been based on other grounds (faults in the process or perhaps even 'arbitrary or capricious' decisions of others), our decision might have been different."

The fact-finding team asked members of the TAC to identify the "decisions of others" that it may have considered arbitrary or capricious. The team received no response. Accordingly, it cannot be assumed that the TAC had in mind the decisions of any particular individual, relevant to the tenure process in Dr. Kepron's case.

Nevertheless, the TAC's suggestion that the decisions of *"others"* in the tenure process may have been arbitrary or capricious causes the committee anxiety. The president appears to have made no inquiry of the TAC as to whether its concern about the potentially arbitrary or capricious decisions of others extended to dean Common, who played a significant role in the tenure review process.

The fact that the president placed weight on dean Common's recommendation against tenure renders it all the more troubling that he appears not to have sought clarification from the TAC.

In view of the flawed evidence presented to the president and no record of any substantive reasons for his decision to reject the UTC's recommendation, the committee cannot escape the conclusion that Dr. Kepron was denied a fair and reasonable process in his tenure review.

The Tenure Appeal Committee's Review of the President's Decision

a) The TAC's Decision

Dr. Kepron, assisted by BUFA, appealed to the TAC on grounds that the president's decision was "arbitrary or capricious." The committee was informed by BUFA that the restriction of the appeal to the alleged grounds of "arbitrary or capricious" was to allow the TAC to use its power under Article 13.16 of the collective agreement to overturn the president's decision and to substitute its own judgment to award tenure. While it was open to Dr. Kepron to base his appeal on other grounds, such as "breach of process," the remedy available to the TAC would have been only to order a repeat of the appropriate procedures. In its advice to Dr. Kepron, BUFA sought not to subject him to further alleged breaches of process by dean Common. BUFA judged the best course to be an appeal on the "arbitrary and capricious" ground.

The TAC noted further that, by the date of its decision, two of Dr. Kepron's articles, submitted for publication, had been accepted for publication in refereed journals. While the TAC found the president's decision not to be arbitrary or capricious, it did indicate, *"it would not be inappropriate for the President to review his decision now."* The TAC's letter was dated May 1, 1998, and president Anderson's letter of termination to Dr. Kepron dated May 4, 1998.

Prior to the TAC's review of the president's decision, BUFA raised an objection to its composition. The president's nominee on the TAC was Dr. Roddy, who had served as a member of the 1996 UTC, which recommended an extension of probation for Dr. Kepron. Dr. Roddy placed on record in the 1996 UTC proceedings, in the presence of Dr. Kepron, his opinion that the collective agreement required that a candidate have peer-reviewed publications to obtain tenure.

The TAC did not exercise its jurisdiction to rule on the matter of Dr. Roddy's eligibility. By default, that question was decided by the president, who took the view that there was no apprehension of bias in Dr. Roddy's membership on the TAC. The president ruled that Dr. Roddy should not be disqualified simply because it was notorious that he demanded high standards of scholerly achievement for the award of tenure.

In subsequent legal proceedings, the university contended, and the court agreed, that the TAC was the equivalent of a board of arbitration within the meaning of the Manitoba Labour Relations Act.

In his affidavit sworn July 12, 1999, respecting judicial review of the TAC's decision to uphold president Anderson's rejection of the 1997 UTC's recommendation, academic vice-president Carrabre acknowledged that, during the proceedings of the 1997 TAC, he raised an objection to the scope and relevance of submissions made to the TAC on behalf of Dr. Kepron. Vice-president Carrabre indicated that, on March 26, 1998, he discussed his objection with the TAC at a meeting in which Dr. Kepron and his advisor, Dr. Gosselin, were not present. The affidavit notes that the chair of the TAC asked Dr. Kepron and his advisor, to leave the room. They did so, and the TAC heard the vice-president's objections in the absence of Dr. Kepron and his advisor.

At the time of their exclusion from the TAC's proceedings, neither Dr. Kepron nor his advisor raised an objection. Upon their return to the TAC meeting, Dr. Kepron and his advisor were not provided with information on the substance of vice-president Carrabre's evidence or argument.

b) Observations on the TAC's Decision

i) The eligibility of Dr. Roddy. The TAC declined to rule on the matter of whether there was an apprehension of bias in Dr. Roddy's membership on the committee. It was clearly the exclusive jurisdiction of the TAC to make that decision. Furthermore, in light of the subsequent judicial ruling that the TAC has legal status equivalent to that of an arbitration board under the Labour Relations Act, a high standard of due process is placed on it. In particular, it is clear that, as the arbitral body under the collective agreement, the TAC is bound by principles of natural justice, including the requirement that it not have as a member anyone with respect to whom there is a reasonable apprehension of bias.

It was the president's view that a prospective member of the TAC should not be ineligible for office merely on the basis of public knowledge of his or her views about appropriate standards of scholarship in the institution. The committee recognizes the right and freedom of academic staff to hold and communicate academic opinions about the research and scholarship of colleagues. Indeed, the very raison d'etre of the committee and of CAUT is the protection of academic freedom and the collegial process.

That said, the matters of Dr. Roddy's academic freedom and scholarly opinions are not at the root of his eligibility to serve on the TAC in this case. The task of the TAC under the collective agreement was not to judge the merits of Dr. Kepron's tenure application but to rule on whether the president's decision to deny tenure was arbitrary or capricious. In order to discharge its function, the TAC was required, inter alia, to choose between conflicting interpretations of the collective agreement, that of the president, on the one hand, and of BUFA and Dr. Kepron on the other.

Dr. Roddy made it widely known in the 1996 UTC that he interpreted the collective agreement as requiring peer-reviewed publications as a condition of tenure. The president appointed Dr. Roddy in the knowledge that the latter's interpretation of the collective agreement coincided with his own, and conflicted with BUFA's, interpretation.

It is the committee's view that Dr. Roddy's already formed and notorious interpretation of the collective agreement, along with his apparent belief that his own "high" standards of scholarship were relevant to the mandate of the TAC, cast doubt over his perceived impartiality.

In view of the high standard of due process required of the TAC as an arbitral body, the committee considers that it was a serious breach of due process for the TAC to decline jurisdiction to review the eligibility of Dr. Roddy, and to leave the decision on eligibility in the hands of the president, the very person whose conduct the TAC was reviewing.

In declining to exercise its jurisdiction to rule on Dr. Roddy's eligibility as a member, the TAC left the decision by default to the president. It is the committee's view that the president should have been aware of the high standard of due process applied by law to arbitral bodies such as the TAC.

The committee concludes that Dr. Roddy's membership on the TAC was in breach of the standard of due process applied to such arbitral bodies as the TAC. We conclude, further, that the president could have avoided the breach by appointing a qualified person who had no notorious, preformed interpretation of the collective agreement.

With respect to the president's assertion that his decision to deny tenure was justified by the normal expectation in other universities that peer-reviewed publication is a prerequisite of tenure, the committee notes that practices differ across disciplines and universities throughout Canada. At issue in Dr. Kepron's case is purely the application of the terms and procedures of the Brandon University collective agreement, and adherence to standards of fairness accepted throughout the academic community in Canada.

ii) The academic vice-president's private meeting with the TAC. The TAC was arbitrating a dispute between Dr. Kepron and the university as to whether the president's decision was arbitrary or capricious. As a deputy of the president, vice-president Carrabre was permitted by the TAC to present evidence or argument in the absence of Dr. Kepron and his advisor. Dr. Kepron informed us that he was given no advance notice of the TAC's intention to hear vice-president Carrabre's evidence in their absence.

It is true that Dr. Kepron or Dr. Gosselin could have objected to their exclusion. On the other hand, it was the TAC's responsibility to uphold the accepted standards of natural justice applicable to adjudicative bodies. It is the committee's judgment that the TAC failed to uphold such standards by excluding Drs. Kepron and Gosselin and, thereby, infringed Dr. Kepron's right to a fair hearing. In particular, Dr. Kepron was denied the right to respond to the evidence and argument presented *ex parte* to the TAC by vice-president Carrabre.

iii) Was the president's decision arbitrary or capricious? The TAC found the president's decision was not arbitrary or capricious, on the basis of what he knew at the time he rendered the decision. As discussed above, it is our conclusion that the president's decision was arbitrary and capricious.

The main reasons for those differing opinions appear to be the following:

1. Our test of "arbitrary" draws on the decision of the 1996 TAC. That found the president to have been arbitrary because, without substantive reasons, he rejected the recommendations of both the UTC and the dean.

In the 1997 application, the president again rejected the UTC's recommendation, without substantive reasons. While, in this case, the president concurred with the dean's recommendation, the committee's finding of apprehension of bias and unfairness in the dean's decision leaves open to question any decision that relied on it.

As the evidence is compelling that dean Common's actions were arbitrary and capricious, the TAC could have held that the president's reliance on the dean's recommendation was arbitrary and capricious, particularly because the recommendation was contrary to the informed and expert opinions of the UTC, with respect to which there was no apprehension of bias or improper conduct. The committee differs from the TAC in this matter.

2. The TAC judged the president's decision on the basis of what he knew at the time he made his decision. Our conclusion is based on what the president ought to have known. For example, in his written reasons for denying tenure, president Anderson maintains that Dr. Kepron knew he must have peer-reviewed publications as a condition of tenure. The president based his view on his interpretation of remarks by former dean of education, Dr. Gerald Richards, in his 1995 evaluation of Dr. Kepron.

The president was informed by Dr. Richards in his letter, dated Nov. 17, 1997, that he rejected emphatically the president's interpretation of his remarks. Indeed, Dr. Richards makes it clear that he did not interpret the collective agreement as requiring peer-reviewed publications as evidence of "progress in scholarly activity."

Dr. Richards' opinion on the type of scholarship required for tenure in the faculty of education is corroborated by the statement of Dr. Robin Enns, also a former dean of education, in his memorandum to the 1996 UTC, dated Nov. 15, 1996. Indeed, Dr. Enns takes responsibility for shaping the direction of Dr. Kepron's scholarship *away* from publication of peer-reviewed journal articles.

The president had available to him evidence of the scholarship performance standards placed on Dr. Kepron by former deans of education. The statements of both former deans were in Dr. Kepron's dossier and Dr. Richards communicated his message directly to the president.

The committee concludes that it was arbitrary and capricious of the president to base his decision on statements and actions attributed to former deans of education when those persons made a point of placing on record in Dr. Kepron's dossier, including a direct letter to the president, clear evidence that contradicts the president's allegations as to what previous deans communicated to Dr. Kepron.

iv) The TAC's recommendation to the president. While the TAC did not find the president's decision arbitrary or capricious, it stated, *"it would not be inappropriate for the President to review his decision now."* This recommendation recognized that, prior to the TAC's decision, two of Dr. Kepron's articles submitted for publication during his extended probation were accepted for publication in peer-reviewed journals.

While we do not concur with the TAC's view of the arbitrary and capricious nature of the president's decision, we applaud its recommendation. We do so particularly in light of the dates of the publishers' communication to Dr. Kepron of acceptance of his articles. The *McGill Journal of Education* article was accepted for publication in a letter from the publisher dated Feb. 9, 1998, while acceptance of the *Canadian Journal of Native Studies* article was dated March 13, 1998.

The president communicated his letter of denial of tenure to Dr. Kepron on Jan. 13, 1998 more than two weeks before Jan. 31, the deadline specified by the collective agreement for communicating decisions on tenure. It is not clear why president Anderson chose to dismiss Dr. Kepron when he did when the minimal steps of checking with the publishers would have revealed that the reviewers' decisions on his articles were pending. A delay of a few weeks would not have been prejudicial to the university and, certainly not to Dr. Kepron.

The fact that the president did not delay his decision and that the publishers' acceptances arrived before the TAC had concluded its review fuels the mystery of why the president did not respond to the TAC's advice that he review his decision in light of the evidence of peer-reviewed publication. Indeed, the speed with which the president communicated his letter of dismissal to Dr. Kepron (May 4, 1998, three days after the TAC decision) left him little time to consider, or seek clarification of, the TAC's advice.

It is the committee's opinion that a presidential review of his decision to deny tenure was warranted by the acceptance for publication of Dr. Kepron's peer-reviewed articles, shortly after the president's denial of tenure and before the TAC's decision. The committee considers that a further reason for a presidential review is the TAC's concern about possible arbitrary and capricious decisions of "others" involved in the tenure process.

In the circumstances, it is the committee's view that, in the interests of fairness, the president ought to have complied with the TAC's suggestion that he review his decision to deny tenure. The committee found no evidence that the president even inquired of the TAC chair, that committee's particular concerns about the possibility of arbitrary or capricious decisions of "others." It is the committee's concern that the decisions of such "others" might have influenced the president's decision.

4 Recommendations in the Matter of Dr. Kepron

The committee's finding of substantial unfairness in this matter would normally prompt further action by the committee. The committee notes, however, that a new president has been installed at Brandon University. Accordingly, the committee recommends that the new president adopt the TAC's suggestion of a presidential review of the decision to reject the recommendation of the UTC to award tenure to Dr. Kepron.

The committee recommends that, in conducting such review, the president take account of the following matters:

1. Two former deans of education have given evidence that they acknowledged or encouraged Dr. Kepron's pursuit of scholarship other than through peer-reviewed publication.

2. When the 1996 UTC informed Dr. Kepron of his need to publish, he used his year of extended probation to produce three articles, two of which were subsequently published in good quality, peer-reviewed journals.

3. The 1997 UTC recommended tenure on the basis of Dr. Kepron's scholarship/research achievements, and his continuing high quality teaching and service during his extended probation.

4. Much of the negative opinion of Dr. Kepron's scholarship was fueled by dean Common, whose actions prior to, and during, the tenure application process, gave rise to a reasonable apprehension of bias on his part. In Dr. Kepron's 1996 tenure application, all but one person at the departmental level, and everyone on the faculty tenure committee supported the award of tenure.

5. The fact finders encountered, on their visits to Brandon University, many faculty and administrators, within and outside the faculty of education, who consider it imperative that this matter be settled, once and for all, in a fair and equitable manner.

The committee anticipates that the suggested presidential review will provide the opportunity for a negotiated settlement that will provide a full and fair remedy for the losses suffered by Dr. Kepron. Should such a negotiated settlement not occur in a reasonable length of time, the committee will pursue its normal course in cases where faculty members have been subjected to unfairness in the denial of tenure.

Appendices

A Short Profile of Dr. Kepron

Dr. Kepron obtained his PhD in special education at the University of Alberta in October 1991. He has a Master of Education degree (1983), a Certificate of Education (1971), and a Bachelor of Arts degree (1969), all from the University of Manitoba. From September 1985 to May 1987, Dr. Kepron trained as a student clinician in the department of clinical services at the University of Alberta, in the developmental disabilities centre, University of Alberta, and in the department of psychology at Edmonton General Hospital. Dr. Kepron's primary duties in all three establishments were the assessment of academic or general functioning of individuels, and the development of treatment plans, where warranted. In September 1991, Dr. Kepron took up a special education position in the department of educational psychology and foundations in the faculty of education at Brandon University. Dr. Kepron's initial three-year term contract, convertible to a probationary (tenure track) appointment, wes so converted in 1994. The process of conversion consisted of both the Central Appointments Committee's ratification of a special education tenure track position, and the department's endorsement of Dr. Kepron as meriting conversion to the tenure track position.

The Process for Awarding Tenure at Brandon University

The procedures for applying for and awarding tenure ere specified mainly in Article 13 of the collective agreement. Candidates must apply to their dean by Oct. 1 end provide a supporting dossier. The collective agreement does not mandate a date for submission of a candidate's dossier but article 13.3 of the collective agreement implies that the dossier be submitted in sufficient time to allow members of the candidate's department to meet him or her before Oct. 15, and to formulate departmental recommendations with respect to the candidate's application for tenure. Each department member must sign the departmental recommendation (with the exception of the candidate) and abstentions and dissenting opinions must be supported by written reasons. The departmental recommendations must be sent by Nov. 1 to the relevant dean, the FTC, the UTC and copied to the candidate.

By Oct. 7, faculties with candidates for tenure must each form a faculty tenure committee composed of five tenured members. (We note that, in Dr. Kepron's second, 1997, tenure application, the FTC had seven members). The FTC elects a chair from its members and must meet the candidate by Nov. 7. The FTC must send its recommendation to the UTC by Nov. 15, with copies to the candidate, the dean and the department. A negative recommendation requires written reasons. Candidates must meet with their dean before Nov. 7 and copies of the dean's recommendation must be sent to the candidate, the department, the FTC and the chair of the UTC by Nov. 15.

The UTC must be struck by Oct. 15, comprising a chair appointed by the president from tenured faculty or professional associate IVs, one tenured member elected by end from each of the faculties of arts, education, music, and science, one tenured member elected by and from those professional associates who are not members of the above faculties, and two deans/directors appointed by the president. The decision is by simple majority and recommendations must normally reach the president by Dec. 15, copied to the candidate, the dean, the department and BUFA.

At each stage of the tenure process, reasons must be provided for negative recommendation or decisions. Reasons must be substantive, clearly related to the qualifications by rank and the criteria for tenure, and sufficiently specific to enable the candidate to know the basis for the recommendation or the decision. Recommendations and decisions must also take into account the candidate's progress in professional preparation, teaching, scholarship/ research and service to the university and to the community. Recommendations and decisions must carefully examine the candidate's performance and progress in the above criteria, in accordance with accepted norms of scholarly and creative activity and of teaching. Recommendations and decisions must also take into account the context of teaching end scholarly activity at Brandon University.

A decision by the president to deny tenure may be appealed to the Tenure Appeal Committee (TAC), whose decision is final and binding. The faculty association and the president each appoint a member, and those appointees select the chair. Neither members of the UTC nor candidates for tenure may serve on the TAC. The TAC may overturn the decision of the president only if it finds in favour of the candidate on grounds that the president's decision: (a) was arbitrary or capricious; (b) was discriminatory (Article 4 of the collective agreement); or (c) violated the appellent's academic freedom (Article 5 of the collective agreement). In such a case, the TAC mey grant tenure or a one-year extension of probation. In the event of successful appeals on grounds other than (a) through (c) above, the TAC may not overturn the president's decision but may order the appropriate procedures to be repeated.

Responses to the Report of the AF&T Committee

Brandon University

The university finds no evidence for the conclusions and recommendations made in this report.

Brandon University Faculty Association

BUFA concurs with the findings on the Kepron report. We have an arbitration outstanding on this matter.

James Kepron

The report of the academic freedom and tenure committee has made it quite clear that the termination of my position at Brandon University had little to do with a "failure to meet the requirements of tenure." Rather, virtually all of the evidence that was gathered by the investigating team supports the contention that I was dismissed wrongfully.

The number and seriousness of the irregularities that surfaced during my two applications for tenure are, in a word, astounding. Most of the more serious irregularities have been discussed in the report, but several have not. Some examples had to be excluded because of constraints of time and/or space. Others were not fully exposed until after the report had been distributed.

This situation has given rise to a couple of disturbing questions. First, why was so much time and effort directed toward bending, breaking, or ignoring the accepted "rules of engagement" that define the tenure process at Brandon University. Second, why has so much time and effort been directed toward rationalizing what was done. The report has provided a partial answer, but the full answer remains elusive.

I want to express my sincere appreciation to the academic freedom and tenure committee and to the CAUT executive committee for receiving the original complaint, for conducting an investigation which was more thorough than anyone had expected, for producing a report which is remarkably comprehensive and insightful, and for continuing to pressure the administration of Brandon University to acknowledge the wrong that has been done, and the need for a satisfactory resolution to the resulting problem.

Whether or not the efforts of CAUT will be helpful in getting my career back on track remains to be seen. Whatever the outcome, I shall always be grateful to CAUT for the effort that was expended and for the attempt to repair at least some of the damage that was done to my reputation.

Many thanks.

PUBLISHED BY JAMES LORIMER & COMPANY LTD. A CAUT SERIES TITLE

COUNTING OUT THE SCHOLARS

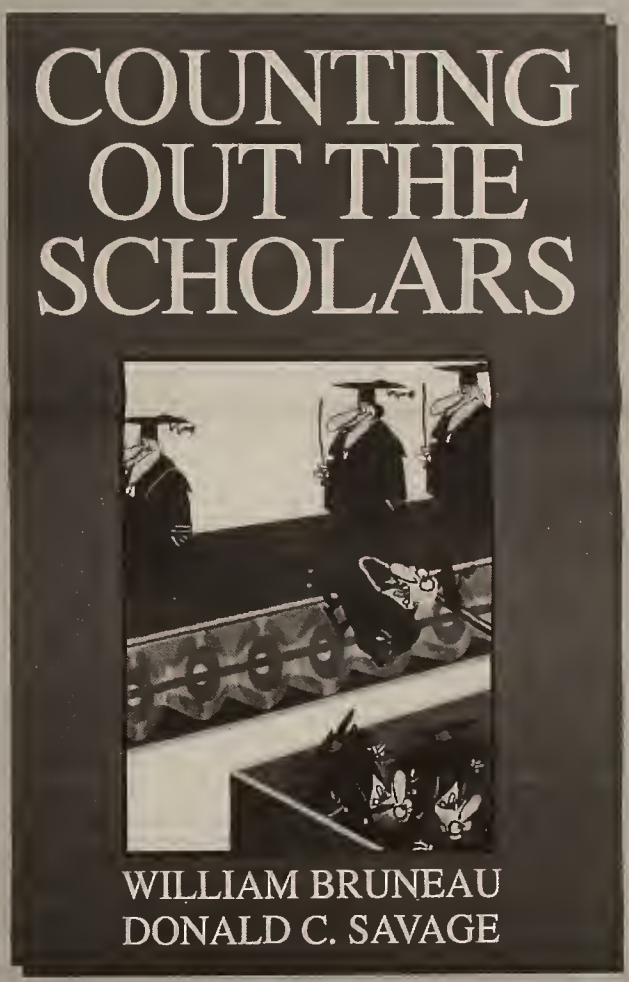
The Case Against Performance Indicators in Universities and Colleges

BY WILLIAM BRUNEAU
& DONALD C. SAVAGE

Business-friendly think tanks, corporations and their friends in government want consumer satisfaction to reward and punish professors and universities. They want market forces to replace public bodies in educational decision-making.

This book looks at disturbing new trends in post-secondary education — evaluating colleges and universities using simplistic financial measures and deciding on government funding to these institutions based on business-oriented measures of performance.

Bruneau and Savage examine experiences in Canada, the U.S., Britain, Australia and New Zealand and suggest a return to true accountability.



To Order

To order this book contact Formac Distributing.

Fax (902) 425-0166
Phone Toll-Free 1-800-565-1975
5502 Atlantic Street
Halifax, NS B3H 1G4

Please send ___ copies of *Counting Out The Scholars* at $21.35 ($19.95 + $1.40 GST).

NAME _____

ADDRESS _____

CITY _____ PROV _____

POSTAL CODE _____ DAY PHONE _____

☐ CHEQUE ENCLOSED

☐ PLEASE BILL MY CREDIT CARD:

☐ VISA ☐ MASTERCARD ☐ AMEX

CARD # _____

EXP. __/__ SIGN _____

Shipping is FREE! Allow 7–14 days for processing and shipping. Payment must accompany order.

CAREERS CARRIÈRES

AD INDEX

B1 ACADEMIC ADVISOR
ARABIC & COMPARATIVE LITERATURE
BIBLIOGRAPHIC SERVICES LIBRARIAN
BIOLOGY
B2 BUSINESS
B3 BUSINESS ADMINISTRATION
CHEMISTRY
CLASSICS
COMMUNICATION STUDIES
COMPUTING SCIENCE
B4 CONSEILLER PÉDAGOGIQUE
CREATIVE ARTS THERAPIES
DANCE
DENTISTRY
DRAMA
EARTH SCIENCE
EDUCATION VALIDATION OFFICER
B5 ENGINEERING
B6 ENGLISH
ÉTUDES FRANÇAISES
FINE ARTS
FRENCH STUDIES
HEALTH STUDIES & GERONTOLOGY
B7 HISTOIRE
HISTORY
INFORMATION & COMMUNICATION TECHNOLOGY
INTERDISCIPLINARY STUDIES
INTERNATIONAL STUDIES
LAW
MATHEMATICS
MATHEMATICS & COMPUTING SCIENCE
MATHEMATICS & STATISTICS
MÉDECINE DENTAIRE
MODERN LANGUAGES
B8 MUSIC
NATIVE STUDIES
NURSING
OFFICIER DE VALIDATION DE L'INSTRUCTION
PHARMACY
PHILOSOPHIE
PHILOSOPHY
PHYSICAL THERAPY
B9 PHYSICS
PHYSIOLOGY
POLITICAL SCIENCE
PSYCHOLOGY
RELIGIOUS STUDIES
RESOURCE OR ENVIRONMENTAL ECONOMICS
RUMINANT NUTRITION
SCIENCES FORESTIÈRES
B10 SOCIOLOGY
SOCIOLOGY & CRIMINOLOGY
STATISTICS & ACTUARIAL SCIENCE
SWINE GENOMICS
THÉRAPIES PAR LES ARTS
URBAN DESIGN
ACCOMMODATIONS

ACADEMIC ADVISOR

THE ROYAL MILITARY COLLEGE OF CANADA — The Canadian Defence Academy is a newly established institution of the Department of National Defence, whose role is to oversee education and training within the Canadian Forces. The CDA is located in Kingston, Ontario on the grounds of the Royal Military College of Canada. The Canadian Defence Academy invites applications for a tenure-track position as an Academic Adviser with cross appointment to an academic department of the Royal Military College of Canada (RMC) at the level of Associate Professor. An appointment at the level of Assistant Professor may be considered for exceptional candidates who are too junior to qualify as Associate Professor. The successful candidate will be primarily responsible for planning, co-ordination and national and international academic liaison with defence and civilian educational institutions. He or she will have limited teaching duties at RMC and will be expected to carry out academic research. The required qualifications are a PhD or equivalent in any of the Humanities or Sciences, in Engineering or in Business, with acceptable teaching experience and an acceptable record of publications. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages with a required linguistic profile of PPP/PPP. Preference will be given to staffing the bilingual position. However, an eligibility list may be established and used and candidates who apply for this competition may be assessed to staff similar positions both full and part-time, with various linguistic requirements. For further information on this employment opportunity, candidates are invited to contact Dr. A.J. Barnett, Dean of Continuing Studies at the Royal Military College (barnett-j@rmc.ca) or telephone (613) 541-6000, extension 6845). Further information on RMC may be found at www.rmc.ca. The expected starting date for this position is 1 August 2002. Starting salary will be commensurate with experience and qualifications however, the range for 2001/2002 is $56,233-$83,313 per annum plus an annual Terminable Allowance of $2,200 for 2001/2002. Appointments will be subject to a thirty-six month probationary period. Willingness to travel is a condition of employment for this position. Interested candidates should forward their curriculum vitae, a cover letter, and three letters of recommendation to: Mrs. Sherry Durocher, Civilian Human Resources Office, Canadian Forces Base Kingston, PO Box 17000, Station Forces, Kingston, ON K7K 7B4. Phone (613) 541-5010, extension 5694. Fax (613) 541-4496. Email: Durocher.SR@forces.ca. The closing date for applications is 15 June 2002. The Royal Military College of Canada is a coeducational and bilingual institution, and these positions are offered equally to women and men. We are committed to employment equity. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic for further information.

ARABIC & COMPARATIVE LITERATURE

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Modern Languages and Literatures invites applications for a limited term position with a term of up to three years, at the rank of Assistant Professor, to begin 1 July 2002, in Arabic and Comparative Literature. Requirements include: PhD in Comparative Literature (preferred) or PhD in Arabic; native or near-native fluency in Arabic and English; demonstrated excellence in university-level teaching of both literature and language; active research and publication. Teaching responsibilities will include courses in Arabic language and Comparative Literature, course co-ordination, and program development. Please send curriculum vitae and three letters of reference to: Prof. Angela Esterhammer, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7, fax (519) 661-4093. Applications must be received by 1 June 2002. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity. We welcome applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

BIBLIOGRAPHIC SERVICES LIBRARIAN

YORK UNIVERSITY LIBRARIES invite applications from innovative professionals seeking a challenging work environment for the position of Bibliographic Services Librarian. York University is the third largest university in Canada and serves a population of approximately 50,000 students from diverse cultures. The Bibliographic Services Librarian reports to the Head of Bibliographic Services and will join a team of 3 other librarians and 10 support staff. The Department catalogues approximately 35,000 items annually for the York University Library system. The incumbent will be responsible for performing original and complex copy cataloguing (including authority control) and classification of both print, non-print and electronic library materials in a variety of subject areas and languages using the SIRSI system, AACR2 rev, MARC 21, LC subject headings and LC classification. Also responsible for providing leadership in planning and developing new procedures and workflow, monitoring developing trends in metadata standards and access to digital resources. Participates in staff training, library committees, task forces and special projects, particularly those relating to cataloguing, metadata and bibliographic control. Qualifications: MLS (or recognized equivalent) from an ALA-accredited program. Up to 5 years of demonstrated experience cataloguing electronic, print and non-print materials; knowledge of MARC formats and metadata standards, AACR2; LC classification and subject headings and XML; knowledge of cataloguing and authority control in an online environment, knowledge of bibliographic utilities; knowledge of emerging trends in cataloguing and in library and information technologies. A strong commitment to providing cutting edge electronic access to a wide variety of resources, excellent oral and written communication skills, analytical, organizational, and effective leadership skills. Demonstrated ability to work independently and effectively as part of a team/committee. Interest in developing cross departmental initiatives. Ability to work flexibly and creatively in a changing environment and in a large and diverse organization. Ability to catalogue in English and one or more of the following languages: French, German, Spanish, Italian. Requires proficiency with computer technology and an interest in web site management. York University has a policy of employment equity, including affirmative action for women. York University Libraries welcome applications from women and men who are members of visible/racial minorities, aboriginal people, and persons with disabilities. Candidates who are members of one or more of these three groups are encouraged to self-identify at any time during the selection process. Please note that only candidates who are from the three groups and self-identify will be considered within the priorities of the affirmative action program. A description of the affirmative action program can be obtained by calling (416) 736-5713 in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. Campus resources include an on-site daycare centre, a women's centre, a race and ethnic relations centre, a sexual harassment centre, a 'positive space' program in support of sexual and gender diversity, and a wellness centre. York University encourages attitudes of respect and non-discrimination toward persons of all ethnic and religious groups, regardless of gender or sexual orientation. This position is a continuing appointment (tenure-track) to be filled at the Assistant Librarian level and is appropriate for a librarian with up to five years of experience. This position is included in the York University Faculty Association bargaining unit. The anticipated salary level is high 50s. Preference will be given to applications received before May 15, 2002. Applications, including a covering letter relating qualifications and requirements of the position, and a current curriculum vitae with the names of three referees, should be sent to: Chair, Cataloguing Librarian Appointment Committee, 310 Scott Library, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Fax (416) 736-5451. Applications should be sent by mail, or fax with a mail copy following. The committee will not accept applications sent by e-mail. Please note that only candidates being considered for an interview will be contacted.

BIOLOGY

QUEEN'S UNIVERSITY — The Department of Biology invites applications for a 2 year, limited term teaching and laboratory coordinator position to replace a faculty member on Killam Fellowship leave. This is a non-research appointment with salary and rank commensurate with qualifications and experience. Duties include lectures and labs in BIOL 243 "Data management and analysis" and BIOL 321 "Animal behaviour", and a course at the graduate level or in the BIOL 307/407 field program (see http://biology.queensu.ca/courses/bio243/ and /courses/bio321/). This person will also spend about 30% of their time assisting with departmental computing matters (e.g. the student computer room, web pages, research and teaching software) and will serve as representative to Queen's computing committees. General qualifications include a MSc or PhD degree in Biology or a related discipline, relevant experience, and good interpersonal and management skills. Special qualifications include familiarity with Apple hardware, networking, and statistical software, and the ability to supervise student lab exercises involving live animals. Expected date of appointment is August 1, 2002. Application deadline is May 15, 2002 or until position is filled. A letter of interest, curriculum vitae and at least three letters of recommendation should be sent to: Dr. Peter T. Boag, Head, Department of Biology, Queen's University, Kingston, Ontario, Canada K7L 3N6 (E-mail: biohead@biology.queensu.ca, Fax: (613) 533-6617). This position is open to citizens of all countries, but Canadians and permanent residents will be considered first. Queen's University has an employment equity program and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

SAINT MARY'S UNIVERSITY — The Department of Biology invites applications for two tenure-track positions in Ecology at the Assistant professor level starting January 1, 2003. One position is a full time biology position. Preference will be given to candidates working in terrestrial vertebrate ecology. The other position is cross-appointed between the Biology Department and The Environmental Studies Program which at Saint Mary's University is science-based. Preference will be given to candidates with experience in Applied Plant Ecology, Phytoremediation or Plant Ecophysiology. Applications for these two positions from outstanding candidates in other areas of ecology will also be considered. The successful applicants will teach courses such as ecology, applied ecology, plant identification, environmental impact assessment, natural resource management, plant physiology, vertebrate anatomy, animal development, and in due time may be asked to contribute to teaching of first year biology courses. Applicants must possess a PhD in biology and provide evidence of excellence in research and teaching. Postdoctoral experience is desirable and the successful candidates will be expected to develop a vigorous externally-funded research program. The Biology Department has a young, research-oriented faculty who are also dedicated to teaching primarily at the undergraduate level. The department participates in the new MSc in Applied Science with a coop option and has been successful in obtaining CFI funding for the new Taxonomy Laboratory, a Molecular Biology Laboratory and the Centre for Remediation and Environment Analysis. Details of departmental interests and activities can be found at http://www.stmarys.ca/academic/science/biology/welcome.html. In accordance with Canadian immigration requirements, these positions are directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and individuals with disabilities. Application should include a CV, a description of a proposed research programme, and other relevant documentation, including the names and addresses of at least three references. Submit to: Dr. Z Dong, Acting Chair, Biology Department, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, by July. 1, 2002.

Queen's UNIVERSITY

Director, Instructional Development Centre

Queen's University invites applications and nominations for the position of Director of the Instructional Development Centre (IDC). Located in Kingston, Ontario, Queen's University is one of Canada's pre-eminent universities known for the quality of its academic and research programs and its excellent students and faculty.

Established in January 1992 with the broad mandate of enhancing teaching effectiveness and learning satisfaction at Queen's, the IDC is now recognized nationally and internationally. The mission of the Centre is to enhance the quality of student learning at Queen's by providing services and programs to support the instructional development activities of individual teachers and academic units and encouraging university policies and practices that promote good teaching. The IDC meets these goals through its high quality programming, its innovative collaborative practices, its comprehensive resources, and its impact on institutional policy development. Funded from University endowment, the IDC has a staff complement of three full time and two part time professionals, and one full time administrative secretary. Further information about the IDC may be found at www.queensu.ca/idc

The Director of the IDC, reporting to the Vice-Principal (Academic) of Queen's, is responsible for the overall operation and administration of the Centre and its programs. The position will be of interest to highly motivated individuals who wish to have a major impact on the quality of teaching and learning at one of Canada's leading universities. The successful candidate will have a record of substantial achievement in instructional development and have appropriate professional qualifications. Experience in curriculum design and development, technology in teaching, and teaching-skill consultation is essential.

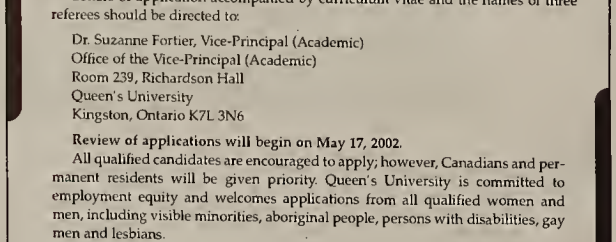
The appointment is for a renewable, five-year term and would normally be combined with a tenurable position in an appropriate academic discipline.

Letters of application accompanied by curriculum vitae and the names of three referees should be directed to:

Dr. Suzanne Fortier, Vice-Principal (Academic)
Office of the Vice-Principal (Academic)
Room 239, Richardson Hall
Queen's University
Kingston, Ontario K7L 3N6

Review of applications will begin on May 17, 2002.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.



Saskatchewan Indian Federated College

Dean
Saskatoon Campus

SIFC is a First Nations-controlled University with approximately 2000 students currently enrolled. Since our inception in 1976, SIFC has earned an international reputation as a visionary academic leader.

Under the direction of the President and in consultation with Elders, Faculty and Administration, the Dean is responsible for all aspects of the Saskatoon Campus operations.

The successful candidate will have a graduate degree in an appropriate discipline and a record of achievement in First Nations University education, demonstrated commitment to advancing the goals of First Nations, strong administrative skills or experience in an academic setting, outstanding human relations and leadership skills, several years senior administrative experience and experience working in a university environment. As well the successful candidate will have superior communication skills, proven skills in budget management and control, administrative decision-making, and policy development. Proficiency in a First Nations language is desirable.

The successful candidate for this position will commence duties September 1, 2002. Salary will commensurate with experience and qualifications. Applicants interested in the position should submit their resumes with a covering letter as soon as possible to:

Dr. Eber Hampton, President
Saskatchewan Indian Federated College
CW 11B, U of R Campus
Regina, SK S4S 0A2

Ph: (306) 546-8476
Fax: (306) 546-8470

Answer to Homework!

From page A3. It weighed 2,000 kg. The weight of the tailings did not change, but after the evaporation occurred, it represented twice the total weight of the slurry at the end as it did at the beginning.

BUSINESS

THE UNIVERSITY OF VICTORIA — Assistant/Associate Professor — Strategy The Faculty of Business is seeking to fill a tenure track position at the Assistant/Associate Professor level in the area of Strategy. Applicants should hold or have nearly completed a PhD in Strategy with a proven record of accomplishment in research and teaching. Candidates with a special interest in one of the Faculty's three areas of specialization (entrepreneurship, hospitality and services management and international business) or international finance are particularly encouraged to apply Salary is commensurate with the applicant's qualifications and experience. The Faculty of Business places an equal priority on teaching and research Based on publications in the top 32 journals over the last 5 years, the Faculty placed 10th overall in Canada and first in terms of output per faculty member. The Faculty has received four awards for its pedagogy. First, its Entrepreneurship Program received the Academy of Management's Innovation in Entrepreneurship Pedagogy Award, in a competition that included Harvard and 17 other universities internationally. Shortly thereafter the program received the Year 2000 National Model Undergraduate Program in Entrepreneurship Award from the U.S Association for Small Business and Entrepreneurship (USASBE). This program is the first from outside the U.S. to be recognized by USASBE, whose membership includes entrepreneurship educators from around the world The Faculty of Business takes pride in giving its students "the international experience" for which it has received both the Scotiabank Award for Excellence in Internationalization from the Association of Universities and Colleges of Canada (AUCC) and the Award for Outstanding International Programming from the Canadian Bureau of International Education (CBIE) The Faculty is renowned for its international focus, including extensive exchange programs and overseas co-op work opportunities for students. Victoria has a population of approximately 326,000 Situated on the southern tip of Vancouver Island, the city boasts a gentle climate and scenic setting, with outdoor recreation as a year-round pastime Victoria is a popular tourist destination in the Pacific Northwest and has established major ties with Pacific Rim countries Send letter of application with curriculum vitae, evidence of research and teaching skill, and three letters of reference to: Dr. Craig Pinder, Acting Dean, Faculty of Business, University of Victoria, PO Box 1700, STN CSC, Victoria, B.C. V8W 2Y2, Telephone (250) 472-4614, Fax (250) 721-6613; E-mail cpinder@business.uvic.ca, www.business.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications will be accepted until the position is filled

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 2002 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels Salary will be commensurate with academic qualifications, teaching and practical experience Applications should contain a curriculum vitae and the names and contact information of three referees Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled

McMASTER UNIVERSITY — The Finance and Business Economics Area of the Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July, 2002. in Finance with research interests in one or more of the following areas. corporate finance, financial markets, market microstructure, banking and international finance Candidates with interests in other areas may be considered. Qualifications include PhD in Finance, completed or near completion, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled

McMASTER UNIVERSITY — The Michael G DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, starting in Fall, 2002, subject to budgetary approval. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research expertise in one or more of the following areas: Human Resources/Strategic HR, Industrial Relations, or Organizational Behaviour. Preference will be given to candidates whose research and teaching interests span across two or more of the above domains Duties include research (McMaster is a "research intensive University"), teaching at both the graduate and undergraduate levels and the ability to supervise doctoral candidates Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W. Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca

McMASTER UNIVERSITY — The Michael G DeGroote School of Business invites applications for five (5) tenure-track positions at the Assistant Professor level, starting in July 1, 2002. preferences will be given to candidates with demonstrated high quality teaching and research expertise in eBusiness as related to any of the following areas Finance and Business Economics corporate finance, investments, market microstructure, financial institutions, international finance, applied micro policy, industrial organization and energy economics Management Science & Information Systems supply chain management with interest in operations management Human Resources & Management: human resources/strategic, industrial relations or organizational behaviour. Marketing, Business Policy & International Business: health services management, management of innovation and new technology, new product marketing, electronic marketing, channel marketing, business-to-business marketing, retail marketing, financial services marketing, international strategy for the high technology sector and business policy/strategy with a strong interest in health services management. Accounting and Financial Management Services, auditing, EDP auditing, information systems and/or advanced financial accounting. The candidate's PhD should be completed or close to completion by the commencement of the appointment. Preference will be given to candidates whose research and teaching interests span across two or more domains. Duties include research (McMaster is a "research intensive University"), teaching at both the graduate and undergraduate levels Salary will be commensurate with academic qualifications, teaching and practical experience Applications should contain a curriculum vitae and the names and contact information of three referees Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca

McMASTER UNIVERSITY — The Michael G DeGroote School of Business at McMaster University invites applications and nominations for a Canada Research Chair (Tier 1) position in the Human Resources and Management Area In keeping with expectations of the Canada Research Chairs (CRC) program, the successful candidate should exhibit the following attributes: PhD in Organizational Behaviour, Human Resources or a related area of management, an outstanding and innovative researcher whose accomplishments have had a major impact on his or her field, international recognition as a leader in his/her field, a superior record of attracting and supervising graduate students, the ability to establish a world class research program that is innovative, original, and of high quality, and a solid track record of obtaining research funding (e.g., SSHRC, NSERC, CIHR) The successful candidate is expected to demonstrate leadership at McMaster University in his or her field of research; establish a vigorous, externally funded research program, and teach at the

RESEARCH ASSOCIATE
BIOTECHNOLOGY LABORATORY
UNIVERSITY OF BRITISH COLUMBIA

A Research Associate position is available in the Biotechnology Laboratory. The position is grant supported and for a period of one year (renewable), commencing July 1, 2002. The researcher will participate in a mammalian cell bioprocessing project. The applicant must have previous experience with mammalian cell culture bioreactor R&D. Experience with acoustic cell separations and with >50 L perfusion culture is required. Experience with CHO cell cultures would be a distinct asset. Applicants for this position are required to have two years' post-doctoral experience. Applicants should send, no later than **June 15, 2002**, their curriculum vitae and the names of 3 referees to **Dr. J.M. Piret, Biotechnology Laboratory, University of British Columbia, 6174 University Boulevard, Vancouver, BC V6T 1Z3 Canada.**

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Applicants must identify citizenship and/or immigration status.

McGill

McGill is one of Canada's oldest and most prestigious institutions of higher learning with some 30,0000 full-time and part-time students, over 1,300 tenure-track professors as well as an important cadre of administrative and support staff.

Assistant Professor in Musicology

The Department of Theory invites applications for a tenure-track appointment in Musicology at the rank of Assistant Professor The three-year appointment will begin August 1, 2002 The position is subject to final budgetary approval. Applicants must have the PhD in hand at the time of application

The applicant's area(s) of research should include popular music, twentieth-century opera and film studies, and a strong background in critical theory. We seek a productive scholar and a dynamic, motivated teacher. The Faculty of Music at McGill is a major Canadian music school with strength in both performance and research Duties will entail teaching music history to students in the arts and sciences, B.Mus. students, and graduate students in musicology, composition, theory, music technology and performance

Applicants should submit a curriculum vitae and a statement of research interests, and arrange to have three letters of reference sent to **Professor Wieslaw Woszczyk, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. W., Montreal, QC, H3A 1E3**

Inquiries welcome. (514) 398-4540; (514) 398-1540 fax, wieslaw@music.mcgill.ca. Review of applications will begin **May 15, 2002**

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

From time to time the Department also is able to advertise a one-year, non-tenure-track appointment in Musicology at the rank of Faculty Lecturer. Such an appointment, when available, is normally renewable annually to a maximum of three years. Applicants should hold a PhD, but those close to completion are encouraged to apply The area of expertise is open, but we anticipate a position in performance practice and/or early music.

Interested applicants should submit a curriculum vitae and a statement of research interests, and arrange to have three letters of reference sent to Professor Wieslaw Woszczyk as above Applications will be kept on file for eighteen months. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment

www.mcgill.ca

McGill

McGill is one of Canada's oldest and most prestigious institutions of higher learning with some 30,0000 full-time and part-time students, over 1,300 tenure-track professors as well as an important cadre of administrative and support staff.

Academic Positions in Sound Recording

The Faculty of Music has received a $6 5 million grant from the Canada Foundation for Innovation, the Quebec Government, and private sources in support of the infrastructure for a Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT) The Centre will be a world-class facility for innovative research in sound recording and music technology, a first for Canada, and is part of a planned $41 million Faculty of Music building expansion project Members will be drawn from the Faculties of Engineering, Medicine, and Science as well as from the Faculty of Music More recently, the CIRMMT has been awarded a $2 2 million grant from Valorisation Recherche Quebec for a four year research project on a real-time communication of high resolution multi-sensory content using broadband networks. The Faculty of Music is a major Canadian music school with strength in both performance and research, with music media and technology a Faculty and University priority

Faculty Position in Sound Recording (Associate Professor)

The Department of Theory invites applications for a tenure-track appointment in Sound Recording at the rank of Associate Professor The appointment will begin July 1, 2002 The position is subject to final budgetary approval. Applicants should have international-level professional experience and achievement in music recording.

The Faculty is looking for a world-class specialist in studio practices and production who is able to teach graduate-level advanced recording technologies and multichannel audio techniques, with and without video Candidates should have an impressive discography, and an internationally recognized position and substantial contacts in the recording industry The position will entail training M. Mus. students in technical and practical aspects of music recording

Management of recording and production facilities including production business development would be expected of the successful applicant.

Applicants should submit a curriculum vitae, discography, and statement of research interests, and arrange to have three letters of reference sent to **Professor Wieslaw Woszczyk, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. W. Montreal, QC H3A 1E3**

Inquiries welcome. (514) 398-4540; (514) 398-1450 fax, ieslaw@music.mcgill.ca Review of applications will begin **May 15, 2002**

All qualified Canadians are encouraged to apply, however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

Faculty Position in Sound Recording (Assistant or Associate Professor)

The Department of Theory invites applications for a tenure-track appointment in Sound Recording at the rank of Assistant or Associate Professor The appointment will begin July 1, 2002. The position is subject to final budgetary approval Applicants must have a PhD or equivalent experience in the research and development side of the sound recording industry

We seek a productive scholar with an active research profile, and a dynamic, motivated teacher who will contribute to the ongoing development and expansion of a PhD program in sound recording Teaching duties will entail the teaching of graduate seminars and the supervision of doctoral research projects and dissertations Preference will be given to applicants whose specialization is in one or more of digital audio and video, high resolution multichannel audio, perception and multi-sensory interactions, synthetic auditory environments, transducers, broadband networks and wireless systems, intelligent systems, signal processing, coding, etc. Applications are welcome from individuals whose formal training is in Science or Engineering and whose research focus is in one of the aforementioned domains.

Applicants should submit a curriculum vitae, selected recent publications, and statement of research interests, and arrange to have three letters of reference sent to **Professor Wieslaw Woszczyk, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. W. Montreal, QC H3A 1E3**

Inquiries welcome (514) 398-4540; (514) 398-1450 fax, ieslaw@music.mcgill.ca Review of applications will begin **May 15, 2002**

All qualified Canadians are encouraged to apply, however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

Development Engineer & Laboratory Supervisor
McGill Recording Studios & Laboratories

The Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT) is seeking a development engineer with a degree in electrical and computer engineering and vast experience in the design of state of the art hardware, software and embedded digital processing systems for advanced audio applications. Superior experience in analog, digital and network systems and knowledge of principal operating systems and DSP are required

The position entails four areas of responsibility:

(1) Design, development and testing of advanced audio, network, video and control equipment for the recording Studios and Laboratories

(2) System integration of technical facilities into a coordinated communication and research unit,

(3) Maintenance and development of the studios and laboratories

(4) Coordination and supervision of a team of technicians and students, training of technical staff, and participation in CIRMMT research projects and demonstrations.

Applicants should submit a curriculum vitae and a description of relevant projects, and arrange to have three letters of reference sent to **Professor Wieslaw Woszczyk, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. W. Montreal, QC H3A 1E3**

Inquiries welcome. (514) 398-4540; (514) 398-1450 fax; ieslaw@music.mcgill.ca. Review of applications will begin **May 15, 2002**

All qualified Canadians are encouraged to apply, however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment

www.mcgill.ca

graduate level and add significant value to the doctoral program Candidates and nominees should have a research program within at least one of the following broad strategic research areas: Organizational Behaviour, Human Resources Management, Environment and Health. Further information on the CRC program can be viewed at http://www.chairs.gc.ca A summary of McMaster University's Strategic Research Plan can be found at http://www.chairs.gc.ca/english/research/strategic/strategic/MacMaster.pdf (McMaster is misspelled in the link) Applications complete with a curriculum vitae and the names of three references should be sent to Dr V.V Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax (905) 526-0852 The Michael G DeGroote School of Business at McMaster University is home to about 1,500 undergraduate students and about 500 MBA students. The Human Resources and Management Area houses one of the two PhD Programs in the School of Business, with an enrolment of about ten doctoral students. The Area is seeking to expand the PhD program and it is expected that the successful candidate will contribute substantially to this initiative. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Evaluation of candidates will begin on June 1, 2002 and will continue until the position is filled.

McMASTER UNIVERSITY — The Michael G DeGroote School of Business invites applications for the Wayne C. Fox Chair in Business Innovation in the Management Science and Information Systems Area The Chairholder is a senior tenured appointment commencing July 1, 2002. Suitable candidates shall be internationally recognized for their contributions in eBusiness and in the general area of Business Innovation and shall be actively engaged in research. The Chairholder will play a key role in McMaster University's plans to enhance and expand its already existing strengths in this new and important technological field. The School of Business offers a PhD program in Management Science/Systems field with Information Systems/eBusiness and Management Science/Operations Management as two possible sub-fields. The successful candidate should have demonstrated leadership in organizing research efforts through supervision of graduate students, proven ability to attract research funding, and publication of research results in major scholarly outlets. The Chairholder is expected to contribute to the academic programs as well as the School's initiatives with the business community. The Chairholder shall undertake teaching at a reduced load and be expected to perform other normal duties of a faculty member within the School of Business Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees Applications will be considered until the position is filled. Send applications and all supporting documentation to Dr. V.V. Baba, Dean, Michael G DeGroote, School of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4, Email: baba@mcmaster.ca, Fax. (905) 526-0852 All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

BUSINESS ADMINISTRATION

ALGOMA UNIVERSITY COLLEGE — The Department of Business Administration invites applications for a tenure track appointment at the Assistant/Associate Professor level, commencing either January 1, 2002 or July 1, 2002. The position requires the ability to teach in a range of disciplines such as business strategy, international business, human resource management, organizational behaviour, or general management. Excellence in undergraduate teaching and course development is highly valued. Preference will be given to candidates with PhD or near completion and with demonstrated high quality teaching experience. Salary will be commensurate with experience and qualifications. Applications, including a Curriculum Vitae, a statement of personal interests and career goals, and the names of three referees, should be sent to Dr. Arthur Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, ON P6A 2G4. Applications will also be accepted by fax to (705) 949-9608 or by e-mail to tharriden@auc.ca. Algoma University College offers over 25 undergraduate degree programmes in a small personal environment where students can maximize their university experience (for more information visit our website at www.auc.ca). Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers and forests and provides easy access for those interested in boating, hiking, camping and cross-country skiing. In accordance with Canadian employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications will be considered until this position is filled.

CHEMISTRY

BROCK UNIVERSITY — The Department of Chemistry seeks applications for a 12-month sessional appointment in organic chemistry to begin in August 2002. The position is ideal for a post-doctoral researcher with an interest in undergraduate teaching. The successful candidate will be responsible for teaching four half courses (2 each term) including one or two half-courses in first-year chemistry and two or three half-courses in organic chemistry at the second, third and/or fourth-year levels. Lab space will be available for this position and the candidate may wish to collaborate with a faculty member in the Department. Please arrange to have your CV and three letters of reference sent directly to Prof. J. Stephen Harman, Department of Chemistry, Brock University, St Catharines, Ontario L2S 3A1, Canada; Phone. (905) 688-5550 ext 3849, Fax (905) 682-9020, e-mail: sharman@chemins.labs.brocku.ca. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is located in St. Catharines, Ontario, in the Niagara Peninsula. We are conveniently close to Toronto and Buffalo, and surrounded by thriving vineyards. Graduate programs in Chemistry and Biological Sciences as well as a new PhD program in Biotechnology make Brock an excellent environment for teaching, research and learning. For further information, see http://www.brocku.ca/chemistry/.

CLASSICS

BISHOP'S UNIVERSITY — The Department of Classics invites applications for a full time, ten month temporary appointment at the rank of lecturer or assistant professor to begin on September 1, 2002. Duties will include the teaching of introductory Latin, courses in Greek and Roman Civilization and courses in Greek and Roman Art and Archeology. The ability to teach Egyptian Art and Archeology would be an asset. The successful candidate will have a PhD in hand or very near completion, have a demonstrated record of excellence in teaching and show evidence of scholarly promise. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Candidates should provide a letter of application, curriculum vitae and arrange for three letters of reference to be sent to: Michael J. Childs, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7. The deadline for the receipt of applications and all supporting materials is May 15, 2002

THE UNIVERSITY OF GUELPH invites applications for a contractually-limited appointment in the School of Languages and Literatures/Classics at the rank of Assistant Professor, effective July 1, 2002 or negotiable. We seek an individual holding a Classics PhD and with relevant experience to teach a regular course-load of six courses over two semesters from the following roster: our introductory course on Classical Culture both in Fall and Winter, Classical Epic (in translation) in Winter or Greek History in Fall, Elementary Greek over two terms, Intermediate Latin in Fall. This is a ten-month appointment. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should have a curriculum vitae, a statement of teaching interests, copies of recent course outlines with teaching evaluations, and three letters of reference sent to Dr. Daniel Chouinard, Director of the School of Languages and Literatures, University of Guelph, Guelph, ON, N1G 2W1 by May 31, 2002

COMMUNICATION STUDIES

THE UNIVERSITY OF WINDSOR invites applications for two 9-month limited-term faculty positions in Communication Studies commencing August 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Myles Ruggles, Head, Department of Communication Studies, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2896; Fax: 519 971 3642; Email: ruggles@uwindsor.ca.

COMPUTING SCIENCE

SIMON FRASER UNIVERSITY — The School of Computing Science is seeking candidates for one Tier 1 and one Tier II Canada Research Chair (CRC) positions. The Chairs provide competitive salaries and a reduced teaching load. The School is on a growth path and currently has 130 PhD and M.Sc. students, 600 undergraduate majors, and 35 research faculty. The CRC positions will play an important role in the ongoing expansion of the School, and in its growing interdisciplinary research profile. Applicants for the CRC positions are expected to have an outstanding research program. Candidates should have a strong commitment to excellence in research and teaching and a strong record of publication, research funding, and student supervision and instruction. Outstanding candidates in all areas will be considered. Preference will be given to candidates in a systems area, such as software engineering, graphics, multimedia systems, database systems, distributed systems, networking, human computer interaction, or bioinformatics. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the positions are filled. For updated information, see www.cs.sfu.ca. Additional information about the two types of chairs can be found at http://www.chairs.gc.ca. Applicants should send a CV and names of references to: CRC Search, School of Computing Science, Simon Fraser University, 8888 University Drive, Burnaby, B.C. Canada V5A 1S6; Email: crc-search@cs.sfu.ca. Applications will be processed as they are received, but individuals interested in a CRC position should contact the School before June 30, 2002. Simon Fraser University (http://www.sfu.ca) is consistently one of the top-ranked, publicly-funded universities in Canada. The university is situated on Burnaby Mountain in Greater Vancouver, Vancouver (http://www.tourism-vancouver.org/) thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. It boasts one of the mildest climates in Canada.

QUEEN'S UNIVERSITY — The Department of Computing and Information Science invites applications for up to four faculty positions, including a Canada Research Chair position. Two of the positions require Professional Engineering registration or eligibility and commitment to register as a Professional Engineer. Queen's University is one of the top universities in Canada and is well known for the high quality of its students and faculty. Queen's University is situated in Kingston, a beautiful and historic city located on Lake Ontario and within easy traveling distance of Toronto, Montreal, Ottawa and Syracuse. Kingston offers the amenities of a large city along with the comfort of a small city. The Department of Computing and Information Science, which has 21 faculty, 12 staff and approximately 80 graduate students, is committed to excellence in both research and teaching. The department has strong research programs

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Finance, Accounting, Management Science, Operations Management, Marketing, Organizational Behaviour/Human Resources and Strategy and Business Policies (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:
Queen's School of Business has an outstanding reputation in its academic programs. For an unprecedented four consecutive years Queen's MBA for Science & Technology has been ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a vast array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men; including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2003, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Thomas Anger, Associate Dean
Queen's School of Business, Queen's University
Dunning Hall – Rm. 140
Kingston, Ontario K7L 3N6

www.business.queensu.ca

University of Alberta
Edmonton

Three-Year Term Position In Gaming
Faculty of Physical Education and Recreation

The Faculty of Physical Education and Recreation at the University of Alberta, Edmonton, Alberta, invites applications for a three-year (minimum) term position in the area of gambling at the rank of ASSISTANT PROFESSOR. The position is funded by the Alberta Gaming Institute and could lead to a tenure-track position in the future.

Potential applicants should have a demonstrated research interest in leisure, sport or health aspects of gaming. The successful candidate will possess a completed doctorate, have evidence of effective teaching and be committed to scholarly research and publication. The Faculty is interested in attracting an individual who has teaching and research interests in the leisure or tourist industries, in sport or public policy, or in health promotion and quality of life.

The Faculty of Physical Education and Recreation serves approximately 950 undergraduate and graduate students. It offers several degree programs: BA (Recreation and Leisure Studies), BPE, BSc Kinesiology, MSc, MA and PhD as well as a combined BPE/BED offered jointly with the Faculty of Education. In conjunction with the School of Business, it offers Canada's only MBA in Sport & Leisure Management.

In addition to its academic programs, the Faculty has a full intercollegiate program of 12 sports and an extremely large and active Campus Recreation Program. The Faculty has full operational responsibilities for University sport and recreation facilities. Further information about the U of A and the Faculty may be obtained from http://www.ualberta.ca and http://www.per.ualberta.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests and the names of three references (including addresses, phone/fax and e-mail addresses) on or prior to Friday May 31, 2002, to:

Dr. Michael J. Mahon, Dean
Faculty of Physical Education and Recreation, University of Alberta, Edmonton, Alberta, Canada T6G 2H9
E-mail: mike.mahon@ualberta.ca
Telephone: (780) 492-3364,
Fax: (780) 492-1008.

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

in areas such as software engineering and design, theoretical computer science, computer graphics, biomedical computing, intelligent systems, human-computer interaction and computer systems. The Department has one of the best teaching environments in Canada, and offers major and medial undergraduate programs in computing, as well as specialized programs in cognitive science, biomedical computing and software design. It offers graduate degrees at the masters and doctoral levels. Further information can be found at the Department's web site (http://www.cs.queensu.ca). Applicants should hold a PhD degree in computer science, software engineering, or a related field. The Department will consider applicants in all areas of computing, applicants are particularly sought in the areas of biomedical computing, software engineering and human-computer interaction. The successful candidate will be expected to have demonstrated excellence in research and the promise of excellence in teaching. Salary will be competitive and commensuate with qualifications and experience. Applicants should send a full curriculum vitae, including a list of publications, teaching and research summaries, the names of three references, and copies of up to three recent papers to: Dr. Janice Glasgow, Chair, Department of Computing and Information Science, Queen's University, Kingston, Ontario, Canada K7L 3N6. E-mail applications to search@cs.queensu.ca are encouraged. E-mail attachments in any common document format are acceptable. Openings are for July 2002 and beyond. Screening of applicants will begin immediately and continue until all positions are filled. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority."

THE UNIVERSITY OF WINDSOR invites applications for three tenure-track faculty positions (rank open) in the School of Computer Science commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2990, Fax: 519 973.7093; Email: garabon@uwindsor.ca

CONSEILLER PÉDAGOGIQUE

LE COLLÈGE MILITAIRE ROYAL OU CANADA — L'École supérieure de défense canadienne est une institution qui a été créée récemment et qui relève du ministère de la Défense nationale. Son rôle est de superviser l'instruction et l'entraînement au sein des Forces canadiennes. L'ESDC est située à Kingston en Ontario sur le site du Collège militaire royal du Canada. L'ESDC invite les gens à soumettre leur candidature au poste de conseiller pédagogique conduisant à une permanence. Il s'agit d'un poste à nomination conjointe au niveau de professeur agrégé dans un département universitaire du Collège militaire royal du Canada (CMR). Pour les candidats exceptionnels qui sont trop junior pour être considérée au niveau de Professeur agrégé, une nomination au niveau de professeur adjoint pourrait être considérée. Le candidat choisi aura principalement comme tâche de planifier, de coordonner et d'assurer la liaison du point de vue académique à l'échelle nationale et internationale avec les institutions d'enseignement militaires et civiles. Le ou la titulaire du poste fera très peu d'enseignement au CMR, on s'attend à ce qu'il ou elle se consacre à des projets de recherche. On exige un doctorat ou un diplôme équivalent dans un des domaines suivants: sciences humaines, sciences pures, génie ou administration des affaires. Il faut également posséder une expérience pertinente en enseignement. De plus, le candidat doit avoir un certain nombre de publications à son actif. Il s'agit d'un poste bilingue exigeant une aptitude à lire et comprendre le français et l'anglais et à communiquer verbalement dans les deux langues officielles (profil linguistique PPP/PPP). La préférence sera accordée à la dotation du poste bilingue, mais une liste d'admissibilité pourrait être établie, et les candidats admis au concours pourraient être évalués aux fins de la dotation de postes similaires dont les exigences linguistiques peuvent varier. Pour obtenir d'autres renseignements au sujet de cette occasion d'emploi, les candidats sont priés de communiquer avec avec le Dr A.J. Barrett, doyen des études permanentes au Collège militaire royal (barrett-j@rmc.ca ou (613) 541-6000, poste 6845). Pour en connaître un peu plus sur le CMR, on peut consulter son site Web: www.rmc.ca. La date prévue d'entrée en fonction est le 1er août 2002. Le salaire, au début de l'affectation, est fixé en fonction de l'expérience et des compétences du titulaire. Cependant, l'échelle salariale est de 56 2535 à 83 3135 par année plus une indemnité provisoire annuelle de 2 2003 pour l'année 2001/2002. Les titulaires seront soumis à une période de stage de trente-six mois. Consenti à voyager est une condition d'embauche pour les présents postes offerts. Les candidats intéressés doivent faire parvenir leur curriculum vitæ accompagné d'une lettre de présentation ainsi que trois lettres de recommandation à l'adresse suivante: Madame Sherry Dulochet, Bureau des ressources humaines civiles, Base des Forces canadiennes Kingston, Boîte postale 17000, Succursale des Forces, Kingston ON K7K 7B4, Telephone: (613) 541-5010, poste 5694, Télécopieur: (613) 541-4496, Courriel: DulochetSR @forces.ca. La date limite pour soumettre sa candidature est le 15 juin 2002. Le Collège militaire royal du Canada est une institution mixte, bilingue, ce poste est offert également aux femmes et aux hommes. Nous souscrivons aux principes d'équité en matière d'emploi. Selon la loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante http://www.cmec.ca/icidi.

CREATIVE ARTS THERAPIES

CONCORDIA UNIVERSITY — The Faculty of Fine Arts, Department of Art Education and Creative Arts Therapies seeks a full-time, limited term assistant professor for teaching in the Drama Therapy Option, of the Graduate Program in Creative Arts Therapies. The appointment will commence August 1, 2002. The appointee will be required to teach MA and undergraduate level courses. The appointee should have teaching experience in drama therapy. The candidate must hold registration as an R.D.T. (Registered Drama Therapist), or its equivalent. The candidate must have substantial clinical supervisory experience working with adults, children and/or families, and individuals with special needs. The candidate will be responsible for coordinating drama therapy students' practica. The candidate should also show evidence of exhibitions/performances, publications, conference presentations, and research. Preference will be given to bilingual (French-English) candidates. All letters of application must be accompanied by a complete curriculum vitae and the names of three persons who would be prepared to serve as referees. Please send your application by May 20, 2002. Please address application to: Josée Leclerc, Ph.D., ATR, ATPO, Acting Graduate Program Director, Creative Arts Therapies Program, SVA 266, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, (Quebec) H3G 1M8, CANADA. Tel (514) 848-4785, Fax (514) 848-8627. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

DANCE

YORK UNIVERSITY — The Dance Department, Faculty of Fine Arts, invites applications for a full-time, 9 month contractually limited teaching position at the Assistant Professor level, effective August 15, 2002 to May 15, 2003. The preferred candidate will have a university degree in Dance or related field (Master's degree desirable), or equivalent professional qualifications, in addition to professional experience in performance and a minimum of three years experience teaching dance at the professional or post-secondary level. The Department of Dance at York University is a contemporary BA / BFA program designed to train and educate dance students in the context of the most current studio and theoretical practices. Prospective candidates should be able to teach a range of courses in modern technique to levels extending from first to fourth year university dance students, emphasis on refining artistic expression, vocabulary, musicality, theatricality and/or full body expression and athleticism in the context of injury prevention. The candidate may also be asked to teach dance to non-majors. Part of the teaching load, still to be fully defined, may include Repertory, Composition, or Choreography courses as well as independent study supervision, so relevant classroom teaching experience is highly desirable. A range of additional responsibilities may include artistic direction of department productions, rehearsal direction of student productions, service on committees, administrative assignments, student advising and curriculum assessment as well as generally to contribute to the creative, artistic, and scholarly goals of the Department. A letter of application with curriculum vitae, teaching dossier, and three current letters of reference addressing the requirements of this position should be sent to: Penelope Reed-Doob, Chair, Department of Dance, Faculty of Fine Arts, Room 240 Centre for Fine Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. Deadline for application is May 20, 2002. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Dance welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. This position is subject to budgetary approval by the university.

DENTISTRY

McGILL UNIVERSITY — The Faculty of Dentistry is seeking a candidate for a tenure-track appointment in the field of calcified tissues/connective tissues research. The appointment will be made at the level of Assistant Professor, and the candidate is expected to have a PhD and post-doctoral training. The appointee will be expected to establish an independent research program and teach at the undergraduate and graduate levels. Applications, including a curriculum vitae, a statement of research and teaching interests, and the names, postal and email addresses of three referees, should be sent to the following address by June 1, 2002 to: Dr. Elsa Klemetti, Chair, Search Committee, Faculty of Dentistry, McGill University, 3640 University Street, Montreal, QC H3A 2B2, Email: elsa.klemetti@mcgill.ca, Fax: 514-398-8900. McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

DRAMA

THE UNIVERSITY OF WINDSOR invites applications for a limited-term position in the School of Dramatic Art in the area of Drama in Education commencing July 1, 2002. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Contact Prof. Diana Mady Kelly, Director, School of Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2805, Fax: 519 971 3629, Email: madykel@uwindsor.ca

EARTH SCIENCE

ST. FRANCIS XAVIER UNIVERSITY — The Department of Earth Sciences invites applications for a two year term appointment commencing August 1st 2002. The position is subject to the availability of funding. Applicants should have, or be pursuing, a PhD degree in the Earth Sciences. Teaching responsibilities will include Introductory Earth Sciences, Structural Geology and Petrology. Applications must be received no later than June 1st. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to submit a curriculum vitae and the names and addresses of at least three referees to: Dr. Mike Melchin, Dept of Earth Sciences, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 2W5, Canada. Email: mmelchin@stfx.ca, http://www.stfx.ca/academic/earth-sciences/

EDUCATION VALIDATION OFFICER

THE ROYAL MILITARY COLLEGE OF CANADA — The Canadian Defence Academy is a newly established institution of the Department of National Defence, whose role is to oversee education and training within the Canadian Forces. The CDA is located in Kingston, Ontario on the grounds of the Royal Military College of Canada. The Canadian Defence Academy invites applications for a tenure-track position as an Education Validation Officer with cross appointment to an academic department of the Royal Military College of Canada (RMC) at the level of Assistant Professor. The successful candidate will be primarily responsible for monitoring and validation of academic programs offered by subordinate units of the CDA, liaison with appropriate federal, provincial and other accrediting bodies, both Canadian and foreign and collection and analysis of program data. He or she will also have limited teaching duties at RMC and will be expected to carry

McGill

McGill is one of Canada's oldest and most prestigious institutions of higher learning with some 30,000 full-time and part-time students, over 1,300 tenure-track professors as well as an important cadre of administrative and support staff.

Various Positions, Department of Pediatrics

The Department of Pediatrics, McGill University and the Montreal Children's Hospital of the McGill University Health Centre (MUHC) seeks applicants for the following Faculty at the rank of Assistant, Associate or Full Professor based on the applicant's qualifications and experience. If holders of an MD degree, the selected candidates must be eligible for licensure within the province of Quebec.

Pediatric Hematology-Oncology: Staff Physicians and Cole Research Chair; Pediatric Infectious Diseases: Director; Pediatrics Rheumatology: Staff Physicians; Pediatric Medical Emergency: Staff Physicians; Pediatric Respiratory Medicine: Staff Physicians; Medical and Biochemical Genetics: Director of Division, Director of Biochemical Genetics Service, and Staff Physicians; Newborn Medicine: Staff Physicians at Royal Victoria, Jewish General and Montreal Children's Hospitals sites; Developmental and Behavioral Pediatrics: Director and Staff Physicians.

Candidates applying for the positions of Director must have demonstrated strong leadership skills in research and teaching.

All successful candidates should be physician-scientists or basic scientists with an established record of accomplishment in basic or clinical research. For qualified individuals, laboratory space, shared equipment and start-up funding will be available through the associated McGill University-The Montreal Children's Hospital Research Institute. Remuneration of the successful candidate will be based on individual qualifications.

Applicants should send a statement of interest, C.V., three letters of reference, and an e-mail address prior to **May 31, 2002** to **Dr. Hervey Guyda, Chair, Department of Pediatrics, The Montreal Children's Hospital, Room C-414, 2300 Tupper St., Montréal, QC H3H 1P3**, e-mail: harvey.guyda@muhc.mcgill.ca, telephone: 514-412-4467, fax: 514-412-3751.

All qualified candidates are encouraged to apply however in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. Candidates would benefit from a working knowledge of both official languages. "Les candidat(e)s tireront avantage d'une connaissance des deux langues officielles." McGill University is committed to equity in employment.

www.mcgill.ca

Department of Curriculum & Instruction (Math/Science)

BRANDON UNIVERSITY
Founded 1899

"Something Special"

Brandon University is a leader in providing high-quality education to over 3,000 full- and part-time students in arts, sciences, education, music and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

Applications are invited for a one-year sabbatical-replacement term appointment subject to budgetary approval. The position is in the area of Computer Applications in Education at the rank of Assistant or Associate Professor. Candidates must have successful K-12 teaching experience, familiarity with Microsoft Office, the configuration and use of a full range of Internet applications in a network environment, and experience in creating and maintain web sites using HTML. Applicants must meet the Manitoba qualifications for a teaching certificate.

A doctorate is preferred, but candidates who are close to completing their doctoral studies and research may be considered. Applicants must be able to demonstrate an active research and development agenda.

Starting date: August 1, 2002
Deadline for applications: June 10, 2002 or when position filled
Rank and Salary: Commensurate with qualifications and experience

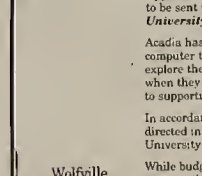
The Faculty of Education has recently completed the revision of its Bachelor of Education programs. Improved integration of theory and our twenty-six weeks of classroom experiences has been the focus. The new program includes Early Years (K-4), Middle Years (5-8), and Senior Years (9-12) routes. The Faculty operates several projects providing teacher education for rural, aboriginal, northern, and Hutterian clientele. Our Master's program has specializations in counseling, special education, curriculum and instruction, and educational administration.

Applicants should submit a copy of their curriculum vitae, transcripts, a statement of writing and research interests, and the names and addresses of three referees.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Contact:
Dr. Thomas B. MacNeill
Dean
Faculty of Education
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9
Tel: (204) 727-9656
Fax: (204) 728-3326
macneill@brandonu.ca

For more information visit:
www.brandonu.ca



I'M LEARNING FRENCH

Because...
I'm not afraid of differences.

CPF Canadian Parents for French

Join CPF - for answers and support as they discover French. www.cpf.ca

Assistant Professor, Department of Sociology

ACADIA UNIVERSITY

Applications are invited for a twelve-month contractually limited position (11309R) at the Assistant Professor level in the Department of Sociology, for the 2002–2003 academic year. Acadia University is a primarily undergraduate institution; the Sociology Department has small but strong Honours and Masters level programmes. The Department is one of the largest in the Faculty of Arts with a faculty complement of 10 full-time positions.

Qualifications: Preference will be given to those with a completed PhD. The Department is seeking someone with relevant experience to teach second and third year Sociological methods courses.

Applications accepted until position is filled.

Applicants should send a curriculum vita and arrange for three letters of reference to be sent to: ***E. Dianne Looker, Professor and Head of Sociology, Acadia University, Wolfville, Nova Scotia, B0P 1X0***, Fax: (902)-585-1070.

Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for this position, Acadia University reserves the right not to fill positions or to fill positions at a level different from the advertised level or term.

Wolfville
Nova Scotia

out academic research. The required qualifications are a PhD or equivalent in any of the Humanities or Sciences, in Engineering or in Business, with at least an MA in Education, Psychology, Statistics or in another quantitative discipline, with acceptable teaching experience and a demonstrated capacity for academic research. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages with a required linguistic profile of PPP/PPP. Preference will be given to staffing the bilingual position. However, an eligibility list may be established and used and candidates who apply for this competition may be assessed to staff similar positions both full and part-time, with various linguistic requirements. For further information on this employment opportunity, candidates are invited to contact Dr. A.J. Barrett, Dean of Continuing Studies at the Royal Military College (barrett-j@rmc.ca or telephone (613) 541-6000, extension 6845). Further information on RMC may be found at www.rmc.ca. The expected starting date for this position is 1 August 2002. Starting salary will be commensurate with experience and qualifications however, the range for 2001/2002 is $40,948–$68,008 per annum plus an annual Terminable Allowance of $2,200 for 2001/2002. Appointments will be subject to a thirty-six month probationary period. Willingness to travel is a condition of employment for this position. Interested candidates should forward their curriculum vitae, a cover letter, and three letters of recommendation to: Mrs. Sherry Durocher, Civilian Human Resources Office, Canadian Forces Base Kingston, PO Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-5010, extension 5694, Fax: (613) 541-4496, Email: Durochei SR@forces.ca. The closing date for applications is 15 June 2002. The Royal Military College of Canada is a coeducational and bilingual institution, and these positions are offered equally to women and men. We are committed to employment equity. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic for further information.

ENGINEERING

THE UNIVERSITY OF WESTERN ONTARIO has established a new interfaculty program in Biomedical Engineering (BME) through its Faculties of Engineering, and Medicine & Dentistry, and in partnership with hospitals and medical research institutes in London, Ontario. The University has secured a Whitaker Foundation grant to help provide initial funding for the program (Further information may be obtained from www.engga.uwo.ca/research/biomed/). Applications are invited for a new tenure track (probationary) faculty position, in the areas of image-guided therapy and surgery, or medical imaging. The position is planned to be a joint position between the Department of Medical Biophysics, Faculty of Medicine & Dentistry, and the Department of Electrical and Computer Engineering, Faculty of Engineering. It is expected that the appointment will be made at the Assistant Professor level but an appointment will be considered at the Associate Professor rank if qualifications warrant such a rank. The successful candidate will hold an appropriate PhD degree and will be required to teach in assigned areas, and to supervise graduate students and conduct research. He or she will be encouraged to register as a Professional Engineer. Preferred candidates will have research experience in minimally invasive therapy and surgery, and/or medical imaging. Related research at Western is currently carried out in 3D ultrasound systems for diagnosis and therapy, multimodality image guided surgery and therapy, image processing and visualization, and imaging instrumentation. Investigators have access to state of the art imaging facilities such as whole body 4T MRI, 3T neonatal imaging, and high frequency ultrasound. Researchers in both Faculties, involving Medical Biophysics and Electrical and Computer Engineering, recently have been awarded three major interdisciplinary CFI grants (Canada Foundation for Innovation), (i) Multidisciplinary Facility for Computational Microscopy of Living Tissues, (ii) Surgery and Therapy Simulation Facility (STSF), and (iii) Minimally Invasive Robotic Surgery. Thus, the successful candidate will join a world class research team of scientists focusing on many frontier research projects, and will collaborate with researchers from the Robarts Research Institute (RRI) and the Lawson Health Research Institute (LHRI). For details about the research programs see http://www.lrus.rri.on.ca for RRI, and http://lrnweb.sjhc.london.on.ca for LNRI. Interested candidates should send their curriculum vitae and the name of three references to Dr. Franco Berruti, Dean, Faculty of Engineering, The University of Western Ontario, London, ON, N6A 5B9. The deadline for receipt of applications is July 1, 2002 or until the position is filled. The appointment start date is September 1, 2002. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THE UNIVERSITY WESTERN ONTARIO — Applications are invited for a tenured or tenure-track (probationary) faculty position in the Department of Electrical and Computer Engineering in the area of communications with specialization in wireless communication theory, mobile and satellite communications, or communication networks, including hardware or software issues. The person appointed in this position will hold the Bell Canada Research Fellowship in Information Engineering and also serve as the Director of the Bell Centre for Information Engineering which has been recently established in the Department in collaboration with Bell Canada. The Department intends to fill this position at the Associate or Full Professor level. The Department has strong research interests in Communications, Controls, Electromagnetics, Electrostatics, Power Systems, Robotics, and Biomedical Engineering. The Department offers three undergraduate degree programs — Electrical Engineering, Computer Engineering and Software Engineering. Candidates for the above mentioned faculty opening should have a PhD in Electrical Engineering, Computer Engineering, Computer Science, or a related discipline and an established track record of leading-edge research in the communications area. Responsibilities for the position include quality teaching at the undergraduate and graduate levels, supervision of graduate students, development of a strong research program, and participation in appropriate administrative activities. Commitment to, or eligibility for, registration as a Professional Engineer in Ontario is required for this appointment. A starting date of July 1, 2002 is envisaged but this is negotiable. Processing of applications will close on the last day of each month until August 31, 2002. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: R.V. Patel, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian citizens and Permanent Residents will be considered first for this position.

THE UNIVERSITY OF WESTERN ONTARIO — Applications are invited for four tenure-track (probationary) or tenured faculty positions in the Department of Electrical and Computer Engineering in the following areas: Computer Engineering (2 positions) with specialization in one or more of the following: computer architecture, distributed computer systems, computer networks and protocols; Microelectronics and VLSI; and Software Engineering (2 positions) areas of interest include, but are not limited to, software process and software maintenance. The Department intends to fill these positions at the Assistant or Associate Professor level. Appointment at the full professor level may be considered for an exceptionally well-qualified candidate. The Department has strong research interests in Communications, Controls, Electromagnetics, Electrostatics, Power Systems, Robotics, and Biomedical Engineering. The Department offers three undergraduate degree programs — Electrical Engineering, Computer Engineering and Software Engineering. A research center — the Bell Centre for Information Engineering — has recently been established in the Department in collaboration with Bell Canada. Candidates for the above mentioned faculty openings should have a PhD (or be close to completion) in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or a related discipline. Responsibilities include quality teaching at the undergraduate and graduate levels, supervision of graduate students, development of a strong research program, and participation in the normal administrative activities of the Department, Faculty and University. Commitment to, or eligibility for, registration as a Professional Engineer in Ontario is required for these appointments. A starting date of July 1, 2002 is envisaged but this is negotiable. Processing of applications will close on the last day of each month until August 31, 2002. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: R.V. Patel, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian citizens and Permanent Residents will be considered first for this position.

McMASTER UNIVERSITY — In conjunction with the creation of the McMaster University Steel Research Centre, the Department of Mechanical Engineering is seeking an outstanding individual to hold a newly created Stelco/NSERC Industrial Research Chair in Steel Product Design. This position is a tenure-track appointment at any level (Assistant, Associate or Full Professor). The successful candidate must have a PhD in Mechanical Engineering, Materials Engineering or a closely related discipline, and an excellent record of scholarly achievement, along with the ability to relate theory to industrial practice. The aim of this initiative is to strengthen the links between steel metallurgy, manufacturing and product application. The candidate is expected to develop an active research program in this interdisciplinary area including the development of new steel alloys, coatings, forming and fabrication technologies, in collaboration with Stelco and other companies. The Chairholder is expected to be a member of the Mechanical Engineering Department with strong ties to the Materials Science and Engineering Department, and will participate in regular teaching and graduate supervision in both Departments. This position provides significant research support and a reduced teaching load to accommodate the research emphasis. Through a Grant from the Canadian Foundation for Innovation, a galvanizing simulator will be commissioned in early 2003, specifically to support the Chair-related research. This will be a unique facility in North American universities that will enable fundamental research in this field. It is expected that the Chairholder and the facility will attract considerable industrial interest and funding. McMaster's Faculty of Engineering currently has over 100 faculty, 300 graduate students and 2200 undergraduate students. Hamilton is an ideal setting for steel related research, with integrated and mini-mill producers, as well as extensive manufacturing activity in the local area. The Steel Research Centre directs government and industrial funding towards projects in the Materials Science, Chemical and Mechanical Engineering Departments, with broad opportunities for interdisciplinary and industrial collaboration. The Brockhouse Institute for Materials Research has advanced equipment for materials analysis and the newly established Manufacturing Research Institute will provide industrial-scale facilities for work on fabrication, including machining and metal forming. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women. This position is open to candidates world wide, but in accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Applicants should send a letter of application, resume, statement of teaching and research interests, a selection of research publications, and the names of at least three references to: Chair, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. Applications will be accepted until the position is filled. Related Websites: http://www.mech.mcmaster.ca, http://www.materials.mcmaster.ca, http://mcmaterel.mcmaster.ca/, http://www.science.mcmaster.ca/bmi, http://www.stelco.com.

THE UNIVERSITY OF WINDSOR invites applications for a tenured faculty position in Electrical and Computer Engineering at the rank of Full Professor in the area of Microelectronics Systems Design commencing July 1, 2002. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext. 2566, Fax: 519 971 3622; Email: apptenq@uwindsor.ca.

THE UNIVERSITY OF WATERLOO — Due to a major collaborative initiative involving the University of Waterloo, the government of the Province of Ontario and high technology industry, the Department of Electrical and Computer Engineering is inviting applications for a substantial number of probationary (tenure-track) positions at the Assistant/Associate Professor level. Research and teaching expertise and leadership is sought in all areas of Electrical and Computer Engineering — digital systems (including hardware/software codesign, formal verification, enabling technologies for e-commerce), software engineering (including software architecture/design, testing and maintenance, performance and network/distributed computing), communications and communication networks, control and systems engineering, energy systems (power), microwave, photonics and RF technology areas, circuit, VLSI and communication electronics disciplines (including integrated circuit design, digital imaging, materials and device areas). Applicants should have earned a doctoral degree in the Electrical/Computer/Software Engineering, Computer Science or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. Successful applicants will have access to outstanding teaching and research environments that have been developed and enhanced by a synergetic faculty. New faculty members are encouraged and helped in developing their individual programs and adding to the future direction of the department. The department offers two highly respected co-op undergraduate programs in Electrical Engineering and Computer Engineering which attract the top students in Canada. The department has launched a new Software Engineering degree program in conjunction with the Computer Science Department in the Fall 2001. The department has two strong graduate programs at the Master's (MASc) and doctoral (PhD) levels which attract equally outstanding graduate students both in Canada and abroad. The department currently has 250 full-time graduate students that are supervised by 52 full-time faculty members. The department has developed excellent teaching and research laboratories in all the key areas of Electrical and Computer Engineering. Laboratories exist and will be expanding in Microelectronics Fabrication, Wireless Communication (Centre for Wireless Communication), Software Reliability (Bell Canada Software Reliability Laboratory), Software Engineering, RF Technology, Speech, VLSI, Control and Power. These laboratories and research programs have been created by government and industry funding such as the Natural Sciences and Engineering Research Council of Canada, Communications and Information Technology of Ontario, Material and Manufacturing of Ontario, national research centres such as Micronet and the Canadian Institute for Telecommunications Research, Consortium for Software Engineering Research, Bell Canada (Software Reliability), and Ericsson Canada (Centre for Wireless Communication). The department has recently established two strategic new research initiatives. The first initiative is in partnership with Nortel Networks Inc. and the Computer Science Department. This led to the establishment of the Nortel Networks Institute for Advanced Information Technology. The second research collaboration is with Bell Canada Emerging and the University of Toronto. This led to the creation the Bell University Laboratories. These initiatives will provide excellent research opportunities for existing and new faculty members in many of the fast developing areas of information technology. These initiatives are fostering innovative interdisciplinary and multidisciplinary research between university and industry researchers. The University of Waterloo is located in an attractive two-university town of Waterloo, Ontario (population ~90,000, 100 km west of Toronto). Waterloo is at the apex of the technology triangle of Canada, a high-technology area in south-western Ontario. Interested candidates should send resumes to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. More information can be obtained at (http://www.ece.uwaterloo.ca) or by sending email to Professor Daniel Miller (millerd@kingcong.uwaterloo.ca). All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree

---

Saint Mary's University

Halifax, Nova Scotia, Canada

Dean of Commerce
The Frank H. Sobey Faculty of Commerce

The Office of the Vice President (Academic & Research) invites applications for the position of Dean of Commerce.

The Commerce Faculty has approximately 70 members, offering programs at the undergraduate, graduate and post graduate levels. The Faculty is distinguished by several achievements: a newly established PhD program which is the first in Atlantic Canada, acclaimed MBA and EMBA programs, strong research record, a talented faculty and an engaged and respected Business Advisory Committee. The newly constructed Frank H. Sobey building is a world class teaching facility.

Saint Mary's is currently developing a strategic academic plan for The Frank H. Sobey Faculty of Commerce aligned with the broader academic strategy of the University. This plan will identify growth opportunities for the new Dean, building on the strong foundation of one of the top ranked business faculties in Canada.

Reporting to the Vice President (Academic & Research) as academic and administrative head of the Commerce faculty, the Dean will continue to build a cohesive cross disciplinary faculty group that is motivated, focused on providing a high caliber student experience and engaged in significant research initiatives. The Dean will focus on academic excellence and innovation in all faculty programs.

Externally, the Dean will lead the "branding" of the faculty, raising the profile and reputation of Saint Mary's in Canada and abroad, thus enabling it to attract the best students, faculty, research funds and partner opportunities. The Dean is the chief external relationship builder for the faculty.

We are seeking candidates, or nominations of candidates, who have a PhD and are pursuing a successful career in a university, business, consulting firm or in public service. Of particular importance in this appointment is the candidate's experience in leading change and growth in complex organizations, where persuasion and personal credibility were significant success factors. Within the university and in the external business community, this Dean must be recognized as a confident results-oriented leader who has a vision for the faculty and can build support and a cohesive faculty group to achieve that vision.

Please forward a letter of application, a recent curriculum vitae and names of three referees in confidence referencing Project 7153, to **The Caldwell Partners International** through the opportunities section of www.caldwell.ca or to **5657 Spring Garden Road, Suite 500, Park Lane Box 247, Halifax, Nova Scotia, B3J 3R4.**

Should you wish to discuss this opportunity prior to submitting your application, please contact Sarah Hubbard at 902-429-5909. The target appointment date is July 2002.

Information about Saint Mary's University can be found at www.stmarys.ca.

Saint Mary's University
A CELEBRATION 1802-2002

Vice-President (Academic)
University of New Brunswick, Fredericton Campus

UNIVERSITY OF NEW BRUNSWICK UNB

The University of New Brunswick invites applications and nominations for the position of Vice-President (Academic). The appointment, for an initial five-year term, begins September 1, 2002 or as soon thereafter as possible.

The Vice-President (Academic) is responsible for academic leadership and for administration of the academic affairs of the Fredericton campus of the University of New Brunswick.

The position has primary responsibility for all campus academic programs offered by over 500 full-time faculty members to approximately 7,600 full- and part-time undergraduate students, and 900 graduate students through Faculties of Administration, Arts, Computer Science, Education, Engineering, Forestry and Environmental Management, Kinesiology, Law, Nursing, and Science. Renaissance College, also located in Fredericton, offers a unique program in interdisciplinary leadership studies. The Vice-President has responsibility for a broad range of academic and support services and for leadership and supervision of the Associate Vice-President (Academic/Students), the 11 Deans of Faculty, the Dean of Graduate Studies (shared with the Vice-President (Saint John) and the Directors of Libraries, the College of Extended Learning, Residential Life and Conference Services, Student Affairs and Services and the Fredericton campus Registrar.

The Vice-President will report to and work closely with UNB's President-designate, Dr. John McLaughlin, will be a member of the senior administrative team of the University and the Board of Governors, and will serve as Vice-Chair of the Fredericton Senate. The incumbent plays a major role in the administration of the collective agreement with the faculty association and, in conjunction with the Vice-President (Saint John), has specific responsibility for tenure and promotion assessment of faculty members on both campuses. The University has a record of positive and progressive employment relations with its faculty and support staff.

The successful candidate will have a distinguished academic background, strong leadership qualities, significant administrative experience and accomplishments, a thorough grasp of issues in post-secondary education and the ability to work collegially and communicate effectively with the University community.

Additional information on the University of New Brunswick may be obtained at **www.unb.ca.**

Consideration of candidates will begin in July of 2002. Expressions of interest, applications and nominations will be accepted until interviews are completed and should be submitted in confidence to the address below.

This advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

Janet Wright & Associates inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9 Fax: 416-923-8311

E-mail: resumes@jwasearch.com
www.jwasearch.com

Janet Wright & Associates Inc.

and/or previous teaching experience is desirable The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario Applications will be considered until the positions are filled These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca

THE UNIVERSITY OF WATERLOO — The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area Industrial experience is desirable This position is immediately available Applications will be considered until the position is filled Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references Supporting letters should indicate the applicant's range of teaching interests, expertise and experience Please direct applications to: Dr Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Scotiabank Research Chairs. The Departments of Computer Science and Electrical & Computer Engineering seek applications for a senior and a junior Scotiabank Research Chair in Software Engineering Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration would be an asset. Candidates for the senior Chair should be qualified for an academic position at the level of full professor. Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members. The Chairs are funded by Scotiabank, and the associated research funds can be matched by provincial and federal funding programs, up to $2,000,000 over five years. It is expected that the chairholders' research programs will focus on problems in developing and maintaining large software systems: software architecture, feature interactions, testing and verification, program understanding, visualization, reverse engineering, software evolution The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 14 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree in Software Engineering More information can be found at http://www.math.uwaterloo.ca/Faculty/SoftwareEng/ Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Director: Dr. Joanne Atlee, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; se-director@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. These positions are immediately available. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities These appointments are subject to the availability of funds.

ENGLISH

THE UNIVERSITY OF TORONTO — The University College and the Department of English invite applications for a contractually limited appointment (two years) The successful candidate will be required to team-teach two core courses in the Canadian Studies Program and to offer an undergraduate course in Canadian literature. A preference will be given to candidates who have an interest in English, French, and Aboriginal literatures. Appointment at the level of Assistant Professor, to begin 1 July 2002. Salary commensurate with qualifications Deadline for applications, 1 June 2002 Please apply with a C.V and have three letters of reference sent to Prof. Ian Radforth, Vice-Principal, University College, University of Toronto, 15 King's College Circle, Toronto, **ON M5S 3H7**. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

ST. MARY'S COLLEGE invites applications for a tenure track appointment in English at the Assistant Professor level starting August 1, 2002, subject to budgetary approval. Candidates should present a completed PhD in English (although consideration will be given to those defending the dissertation before August 31, 2002) and a strong commitment to undergraduate teaching excellence An academic background inclusive of a wide range of literary periods and genres is essential, as is a desire to teach a first-year survey course in literature from the middle ages to the present Specialization in one or more of the following areas is an asset: modern and contemporary drama, film, American literature, Romantic and Victorian literature, world literature, Canadian literature, Early Modern literature, Restoration and 18th century literature St. Mary's College is small liberal arts and sciences Catholic College that currently offers a two-year university transfer program and is making application for degree-granting status. For more information on the College, visit our website at www.stmc.ab.ca

WILFRID LAURIER UNIVERSITY — The Department of English invites applications for a one-year limited-term appointment at the rank of Assistant Professor, commencing July 1, 2002, subject to budgetary approval. The Department is interested in candidates with expertise in one or more of the following areas American literature, the Novel: Women's Writing/Feminist Theory PhD and publications preferred, teaching experience required Applications with a CV, a Teaching Dossier and three letters of reference should be received by June 4, 2002 and addressed to Dr. Gary Boire, Department of English, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario, N2L 3C5. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Subject to budgetary restrictions, the Department of English Language and Literature may offer a number of four-month and eight-month contracts (normally PhD) and appoint a number of part-time instructors (normally M.A. in appropriate discipline) commencing Fall Semester 2002 to teach in one or more areas including: first-year introductory literature courses with emphasis on composition, English as a second language, Modern English syntax and/or phonology, or the Physical Stage Letters of application, a curriculum vitae, official transcripts, a teaching dossier and the names and addresses of three referees should be submitted to the Head of the Department: Dr. William Barker, Head, Department of English Language and Literature, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. Applications should be received by May 27, 2002. Memorial University is the largest in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

ÉTUDES FRANÇAISES

L'UNIVERSITÉ DE GUELPH — Le Département d'études françaises, de l'École des langues et littératures sollicite des candidatures pour un poste études françaises menant à la permanence La date d'entrée en fonctions est le 1er juillet 2002 Les responsabilités du poste comprennent l'enseignement de la traduction, de la stylistique, ainsi que l'encadrement du français langue seconde au niveau du premier cycle Les exigences incluent: doctorat en études françaises; préférablement en traduction; avec expérience professionnelle en traduction; excellente connaissance du français et de l'anglais; dossier de publications; expérience dans l'enseignement du français langue seconde Toute compétence dans les domaines de la linguistique appliquée et de l'enseignement assisté par ordinateur et le multimedia serait un atout supplémentaire. Le traitement sera établi en fonction de l'expérience et des qualifications. Priere de faire parvenir un curriculum vitae et trois lettres de recommandation au plus tard le 31 mai 2002 à Monsieur Daniel Chouinard, directeur, School of Languages and Literatures, University of Guelph, Guelph (Ontario), N1G 2W1. Tous les candidats qualifiés sont encouragés à poser leur candidature, toutefois, les citoyens canadiens et les immigrants reçus seront considérés en priorité L'Université souscrit à un programme d'accès à l'égalité en emploi et cherche à favoriser la diversité au niveau de son personnel Elle encourage les candidatures de femmes, d'autochtones canadiens, de personnes handicapées et de membres de minorités visibles

FINE ARTS

BROCK UNIVERSITY'S School of Fine and Performing Arts invites applications for a 10-month appointment as the Visiting Artist in the Department of Dramatic Arts Subject to budgetary approval, the position will be from August 1, 2002–May 31, 2003 The Department of Dramatic Arts offers BA Pass and Honours degrees with a Major in Dramatic Arts and combining studies in Theatre, Dramatic Literature and Drama in Education. Other options include a 5-year Co-op Program in Dramatic Arts, a 4 year Pass Major degree in Theatre, and both a Concentration and a Certificate in Drama in Education for non-Majors students. Two major theatre production (one per term), a Spring Arts Festival and independent projects complement our academic offerings Each major production includes a professional guest designer, contracted in consultation with the Visiting Artist and the Department The successful candidate will direct a major production and teach theatre classes involving from 9–13 contact hours per week, depending on the courses taught. A strong commitment to teaching is essential, as is a keen enthusiasm for and knowledge of the theory and practice of contemporary theatre Applicants should possess an MFA and/or the equivalent in professional experience and have teaching and directing experience at the post-secondary level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates are asked to submit a letter of application, a curriculum vitae, relevant press/portfolio materials, a statement of teaching philosophy, a short list of plays which the applicant would like to direct and reasons why, and the names and contact information of three referees to Murray Kropf, Chair, Department of Fine Arts, Brock University, St Catharines, ON L2S 3A1 The deadline for applications is May 15th, 2002 Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men candidates are especially encouraged to apply Brock University is located in St. Catharines, Ontario, in the heart of the scenic Niagara Peninsula, approximately one hour's drive from Toronto and 40 minutes from Buffalo Because of the intensity of the work load, if an out of area candidate is chosen, it is likely that (s)he would find it more convenient to relocate to this area for the duration of the contract More information on Brock University can be found on the University's website www.brocku.ca/ Nearby theatres include The Shaw Festival, Theatre Beyond Words (Brock University's Resident Theatre Company), The Stratford Theatre Festival, Theatre Aquarius, Hamilton, Carousel Theatre, The Blyth Summer Theatre, Blyth; The Vagabond Theatre, St. Catharines, as well as theatres in Toronto and Buffalo

THE UNIVERSITY OF TORONTO — The Department of Fine Art invites applications for a one year contractually limited teaching appointment (CLTA) at the rank of Assistant Professor, to begin July 1, 2002 Either a PhD or ABD is required Publications and demonstrated experience in teaching are assets Candidates should have broad training in medieval art and architecture, allowing them to teach introductory and advanced courses at the undergraduate level. Candidates may also teach a graduate course in their area of research Please submit CV, three letters of reference and select publications to Marc Gotlieb, Chair, Department of Fine Art, 100 St George Street, University of Toronto, M5S 3G3 Deadline for applications is May 31, 2002. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas Canadian citizens and permanent residents will be considered first for this position.

FRENCH STUDIES

THE UNIVERSITY OF GUELPH — The Département d'études françaises of the School of Languages and Literatures invites applications for a tenure-track position in French Studies at the rank of Assistant Professor beginning July 1, 2002 Duties will include teaching of translation, stylistics, as well as French as a second language at the undergraduate level. PhD in French Studies, preferably in translation, and refereed experience in translation are required Publications in the field of interest, native or near-native fluency in both languages, and language-teaching experience in French as a second language are also required Expertise in applied linguistics, and technology-assisted language learning will be considered assets. Salary will be commensurate with the candidate's qualifications and experience Applications consisting of a curriculum vitae, three letters of recommendation and a selection of teaching evaluations should be sent before May 30, 2002 to Dr. Daniel Chouinard, Director, School of Languages and Literatures, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women

HEALTH STUDIES & GERONTOLOGY

THE UNIVERSITY OF WATERLOO — The Department of Health Studies and Gerontology is an interdisciplinary department that is unique in terms of its integration of biological and behavioural sciences in the study of disease prevention, health promotion and aging It has es-

UNIVERSITY OF MANITOBA

CANADA RESEARCH CHAIR
TIER II

The University of Manitoba is seeking applications or nominations for a Canada Research Chair (CRC) established by the Government of Canada to enable Canadian universities to foster world-class research excellence. The University of Manitoba is a major research university located in the city of Winnipeg. The University's Strategic Research Plan includes a Tier II Chair in the Faculty of Engineering in the area of sensors and instrumentation technologies.

The appointment will be tenure track in the Department of Electrical and Computer Engineering at the rank of Assistant or Associate Professor. For the duration of the CRC the successful applicant will be granted reduced teaching and service responsibilities. For appointment at the Associate Professor rank, the candidate must have significant industrial or research experience. Rank and salary will be commensurate with experience

Candidates must be established scholars with a demonstrated potential of becoming world leaders in their research area. They should have a strong commitment toward interdisciplinary research, the ability to attract excellent graduate students, and the ability to establish an externally funded research program. Furthermore, candidates should have demonstrated communication and teaching skills. Candidates must be registered, or be eligible for registration with the Association of Professional Engineers and Geoscientists Manitoba (APEGM).

The successful candidate will have an earned PhD with a specialty related to sensors and instrumentation technology. The candidate will also have industrial or research experience, preferably in the area of fibre optic sensors and instrumentation with application to structural health monitoring of civil engineering infrastructure. The candidate's research at the University of Manitoba will be conducted within the mandate of ISIS Canada, a Network of Centres of Excellence on Intelligent Sensing for Innovative Structures

The mission of ISIS Canada is to advance civil engineering to a world leadership position by developing and applying fibre reinforced polymers (FRPs) and integrated intelligent fibre optic sensing (FOS) technologies to intelligent infrastructure for the benefit of all Canadians. ISIS Canada is a multi-disciplinary network of 15 universities, 30 project leaders and 250 researchers.

The Department of Electrical and Computer Engineering is responsible for two fully accredited undergraduate programs in Electrical Engineering and Computer Engineering, with over 200 students in each program. The Department is very active in graduate teaching and research with 50 PhD candidates and 120 M.Sc. students. The department comprises 26 academic staff, 14 support staff, and over 30 post-doctoral fellows, visiting scholars and Adjunct Professors

Winnipeg is the largest city in the Province of Manitoba, and is located in the commercial, social, economic and government centre of the Province The city has a rich cultural environment including symphony, opera, dance, theatre, and ethnic festivals The region provides ample opportunities for outdoor recreation in all seasons.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

Review of applications will begin on July 15, 2002, and will continue until the position is filled. All Canada Research Chairs are subject to review and final approval by the CRC Secretariat.

Applications should quote search #AGX530 and include a curriculum vitae, a five-year research plan and contact information for at least three referees. Please send the completed application to:

Dr. Aftab Mufti, P.Eng., President — ISIS Canada
Room 227 Engineering Building, University of Manitoba
Winnipeg, MB R3T 5V6 Canada
Email: muftia@cc.umanitoba.ca

For details regarding:
• the CRC program (http://www.chairs.gc.ca)
• the University of Manitoba (http://www.umanitoba.ca)
• the University of Manitoba Strategic Research Plan (http://www.umanitoba.ca/vpresearch/on/researchchairs.htm)
• ISIS Canada (http://www.isiscanada.com)
• Department of Electrical Engineering, University of Manitoba (http://www.ee.umanitoba.ca)
• City of Winnipeg (http://www.city.winnipeg.mb.ca/)
• Province of Manitoba (http://www.gov.mb.ca)

The Toronto School of Theology
DIRECTOR

The Toronto School of Theology (TST) is a federation of seven theological colleges formally affiliated with the University of Toronto. Together with its four associate institutions, the TST has over 100 graduate faculty and serves more than 1,000 students.

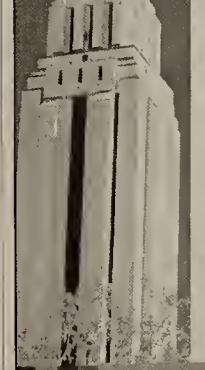
The Director's responsibilities, as TST's administrative and fiscal leader, include relations among member institutions, program planning, financial development, university relations, and government relations.

The successful candidate will have a doctorate or equivalent in one of the theological disciplines or a related field, a record of scholarly achievement, proven administrative/management skills, and a strong commitment to ecumenism.

The position is full-time, including an active role in scholarship and teaching. The appointment is for an initial term of five years (renewable) and will commence September 1, 2002 or when the successful candidate is available.

Applications will be considered until 31 May 2002 or until the position is filled.
A detailed position description and application procedure are available on our web site, www.tst.edu.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



La Faculté des arts et des sciences sollicite des candidatures pour :

• un poste de professeure ou professeur au rang d'adjoint, d'agrégé ou de titulaire au Département d'études anglaises dans le domaine de la littérature américaine depuis la 2e guerre mondiale ;

• un poste de professeure ou professeur au rang d'adjoint ou d'agrégé au Département d'études françaises en littérature du XXe siècle (française et québécoise) et en création littéraire ;

• un poste de professeure ou professeur au rang d'adjoint ou d'agrégé au Département de philosophie dans le domaine de la philosophie moderne ;

• un poste de professeure ou professeur au rang d'adjoint ou d'agrégé à l'École de relations industrielles dans le domaine du droit du travail.

Pour de plus amples informations, veuillez consulter notre site Web : www.fas.umontreal.ca

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

www.umontreal.ca

Université de Montréal

tablished B Sc., M Sc., and PhD programs. Opportunity exists for the dev elopment of collaborative activities across the university and with external health agencies. The Department has close ties with the Centre for Behavioural Research and Program Evaluation (funded by the National Cancer Institute of Canada), Health Behaviour Research Group, Kenneth G. Murray Alzheimer Research and Education Program, and Resident Assessment Instrument-Health Informatics Project, all housed in the Faculty of Applied Health Sciences at the University of Waterloo. The Department has available a three year definite-term appointment for a behavioural or social scientist with strong experimsern population health promotion. Applicants must have a PhD degree and a commitment to undergraduate teaching and research. The appointment will be at the rank of Assistant Professor, with an expected starting date of July 1 2002. Send Curriculum Vitae (including a statements of teaching and research interests accompanied by two research articles) and three letters of reference by May 31, 2002 to Dr Patricia Wainwrights, Department Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

HISTOIRE

L'UNIVERSITÉ D'OTTAWA — Le départements d'histoire annonce l'ouverture d'un poste de remplacant pour douze mois histoire du Canada contemporain. Entrée en fonction: Le 1er juillet 2002. Exigences: Doctorat. La préférence sera accordée aux candidats qui possèdent des publications et de l'expérience dans l'enseignement. Le candidat devra enseigner en français. Rang: Professeur adjoint. Salaire: Selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Directeu, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: Le 31 mai 2002. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

HISTORY

BISHOP'S UNIVERSITY — The Departments of History seeks applications for a ten month, limited term appointment in post-Confederation Canada (primarily English Canada) and modern US, commencing September 1, 2002. The successful applicant will have a PhD in hand or very near completion, possess undergraduate teaching experience and demonstrate a commitment to research and scholarship. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Candidates should provide a letter of application, curriculum vitae and the names of three referees to: Michael J. Childs, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7. The deadline for the receipt of applications and all supporting materials is May 31, 2002.

THE UNIVERSITY OF OTTAWA — The Department of History invites applications for a twelve month replacement position in the history of modern Canada. Starting date: July 1st, 2002. Requirements: PhD, publications and teaching experience preferred. The candidate will be required to teach in French. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Chairperson, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: May 31st, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Employment equity is University policy.

SAINT MARY'S UNIVERSITY — The Department of History invites applications for a nine month sessional appointment in Modern East Asian History. The successful candidate will be responsible for teaching our introductory full year survey course "East Asia From Prehistory to Modern Times" as well as single semester upper level courses in Modern Japanese and/or Modern Chinese History. There will also be an opportunity for the successful candidate so teach a special topics seminar course in their area of research interest (subject to sufficient enrollment). The appointment will commence on September 1, 2002. Candidates with a completed, or nearly completed, PhD and teaching experience will be preferred. Applicants should send a letter of application, a c.v., and arrange to have three letters of reference sent to: Dr. Michael Vance, Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3. Fax (902) 420-5766. E-mail: history@stmarys.ca. Web page: http://www.stmarys.ca. The closing date for receipt of applications is May 17, 2002. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

INFORMATION & COMMUNICATION TECHNOLOGY

THE UNIVERSITY OF SASKATCHEWAN — Canada Research Chairs in Embedded and Real Time Systems, and in Computer Networks and Telecommunications. The Department of Electrical Engineering and the Department of Computer Science at the University of Saskatchewan jointly invite applications for two or more full time positions at the rank of Full or Associate Professor to strengthen the ICT (Information & Communication Technology) research program as Tier I or Tier II Canada Research Chairs. The focused areas of ITC research are Embedded and Real Time Systems (Electrical Engineering) and Computer Networks and Telecommunications (Computer Science). Both of the Departments have excellent facilities to support research and teaching, and have close ties with industry through Telecommunication Research Laboratories (www.trlabs.ca). Research opportunities exist at the Canada's national synchrotron facility (the Canadian Light Source Inc. http://www.cls.usask.ca) currently under construction on campus. Successful candidates are expected to take a strong leadership role in the development of an active research program and be involved in teaching and developing undergraduate and graduate courses. Collaborative interactions with the ICT industry are also encouraged. Candidates should hold an earned PhD degree, have an impressive record of research, and have demonstrated teaching capability. Salaries are very competitive, commensurate with experience. Appointments are subject to approval as a Canada Research Chair. Funding from the Canadian Foundation for Innovation matching fund is available for capital equipment. Canada Research Chairs are open so individuals of any citizenship, regardless of their immigration status in Canada. Please send applications, including CV, description of research interests, copies of up to five publications, and the names of 3 references to: Dr. Kunio Takaya, Head, Department of Electrical Engineering, University of Saskatchewan, 57 Campus Drive, Saskatoon, SK, S7N 5A9. Canada. Electronic submissions are accepted by email so. eecs.search@engr.usask.ca. Applications will be considered immediately and until the positions are filled.

INTERDISCIPLINARY STUDIES

WILFRID LAURIER UNIVERSITY — The Brantford Campus invites applications for a full time position in an interdisciplinary program in Contemporary Studies. The successful candidate will be responsible for two core courses in Indigenous Studies ("Contemporary Studies 261. Indigenous People and Colonialism") and ("Contemporary Studies 242. Native American Culture in a Post-Colonial World"), and for courses in Religion and Culture. Candidates must have clear qualifications in Religious Studies or an allied discipline like Anthropology. The position will be a limited- term or tenure-stream appointment, depending on qualifications, and will begin as soon as possible after June 30, 2002. A completed PhD and strength in both teaching and research are strongly recommended. Applications, including a full curriculum vitae, letter of reference, and a teaching dossier, should be sent to: Dr. Leo Groarke, Dean of the Brantford Campus, Wilfrid Launer University, 73 George St., Brantford ON, N3T 2Y3. The deadline for applications is June 15th. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

INTERNATIONAL STUDIES

THE GEORGE WASHINGTON UNIVERSITY — The Program for International Studies in Asia (PISA), an independent, international, non-governmental organization based at The George Washington University, seeks an experienced instructor with broad expertise in international relations to teach in a 9-month program in multilateral diplomacy for mid-career professionals in Vietnam. The position requires experience in active learning teaching methods. The courses, taught in English, are offered in Hanoi and Ho Chi Minh City beginning January 2003. Candidates of any nationality, and especially women and minorities, are welcome to apply. See www.gwu.edu/~pisa for more details. Forward letter of application, curriculum vitae, teaching evaluations, and three letters of recommendation to: Search Committee, Program for International Studies in Asia, 2013 G St. NW, Washington, DC 20006, USA. Review of applications will begin June 1 and continue until she position is filled. The George Washington University is an EO/AA employer.

LAW

THE UNIVERSITY OF WINDSOR invites applications for a faculty position in the Legal Research and Writing Program at the Faculty of Law commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Bruce Elman, Dean, Faculty of Law, University of Windsor, Windsor, ON, N9B 3P4, Tel.: 519.253.3000, Ext. 2930, Fax: 519 973.7064, Email: belman@uwindsor.ca

MATHEMATICS

THE UNIVERSITY OF WATERLOO — The Department of Applied Mathematics invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting she best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.math.uwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to: Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Applications will be considered at any time until she position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the position have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

MATHEMATICS & COMPUTING SCIENCE

SAINT MARY'S UNIVERSITY — The Department of Mathematics and Computing Science invites applications for a tenure-track position in Computing Science at the rank of Assistant Professor, to begin January 1, 2003. Saint Mary's offers one of she most dynamic primarily undergraduate programs in Atlantic Canada. The Department has been successful in providing students opportunities in competitive programming, as well as research and supervision at the honours and M.Sc. levels. The successful candidate will have a PhD in Computing Science, or possibly in a related subject with a very strong background in Computing Science, and will be expected to teach a variety of Computing Science courses primarily at she undergraduate level. He/She will also be expected to participate in teaching and supervison of graduate students in a new graduate program in applied science with a co-op option. The successful candidate will have a demonstrated potential for, and a strong commitment to, research. Salary will be competitive, and depend on qualifications and experience. Applications should provide a CV, summary of teaching experience, description of a proposed research program, and other relevant documentation, including the names and addresses of at least shree references to: Search Committee for Computing Science Position, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax: (902) 420-5035, e-mail: mathcs search@stmarys.ca. Applications will be reviewed as soon as possible after being received, and applications will continue to be received until the position is filled. In accordance with the Canadian Immigration requirements, this position is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from qualified women, aboriginal people, visible minorities, and persons with disabilities. Saint Mary's University is committed to the principles of Employment Equity.

MATHEMATICS & STATISTICS

CONCORDIA UNIVERSITY — The Department of Mathematics and Statistics invites applications for a tenure-track position in Mathematical Physics and related fields. The position is at the rank of an Assistant Professor, to start September 1, 2002. Applicants should have a demonstrated interest in teaching at both the undergraduate and graduate levels, and a proven record of research in areas relating to current work on integrable ODE's and PDE's with physical applications, as well as group theoretical and geometric methods. Preference will be given to candidates with postdoctoral experience and with computational expertise (use of high-level symbolic languages and computer-supported techniques in mathematical research and teaching). Candidates should send a current CV with statements of their research and teaching interests and three letters of recommendation to: Dr. Heishy Kisilevsky, Chair, Department of Mathematics and Statistics, Concordia University, 7141 Sherbrooke W., suite MB-200, Montreal, Quebec, H4B 1R6. Review of applications will begin on June 3, 2002 and continue until the position is filled. The position is subject to budgetary approval. For more information about Concordia's Department of Mathematics and Statistics, visit us on the Web at http://www.mathstat.concordia.ca/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

MÉDECINE DENTAIRE

L'UNIVERSITÉ McGILL — La faculté de médecine dentaire cherche à pourvoir un poste conduisant à la permanence dans le domaine de la recherche sur les tissus calcifiés et les tissus conjonctifs. Le candidat doit posséder un doctorat et une formation postdoctorale. Nomme au rang de professeur adjoint, il devra établir un programme de recherche indépendant et donner des cours de 1er et de 2e/3e cycles. Les candidats sont priés de faire parvenir leur demande, accompagnée d'un curriculum vitae, d'un énoncé des domaines d'intérêt en recherche et en enseignement ainsi que des noms et adresses postales et électroniques de trois répondants, d'ici le 1er juin 2002, à l'adresse suivante: Docteur Esa Klemetti, président, Comité de sélection, Faculté de médecine dentaire, Université McGill, 3640, rue University, Montréal (Québec), H3A 2B2. Courriel: esa.klemetti@mcgill.ca. L'Université McGill souscrit à l'équité en matière d'emploi. Tous les candidats qualifiés sont invités à soumettre une demande, mais la priorité sera accordée aux Canadiens et aux résidents permanents.

MODERN LANGUAGES

BISHOP'S UNIVERSITY — The Department of Modern Languages invites applications for a full-time limited-term appointment as the Instructor rank, beginning September 1st, 2002 and ending June 30th, 2003. The candidate must have a Master's Degree; preference will be given to candidates with a PhD in hand or in progress in the area of Spanish American Literature. The Department offers undergraduate programmes in Spanish consisting of a Major and a Minor and also a Major in Modern Languages. The successful applicant will be asked to teach introductory, intermediate, and advanced courses in Spanish language, as well as courses in Spanish American literature, civilization and culture. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Deadline for application is May 20, 2001. Candi-

CANADA RESEARCH CHAIR IN PROTEOMICS-RELATED MASS SPECTROMETRY OR CRYSTALLOGRAPHY

The Canada Research Chair (CRC) Program was established by the Government of Canada to enable Canadian universities to achieve she highest levels of research excellence in the global, knowledge-based economy. Further information on the CRC Program may be found at the program web-site: http://www.chairs.gc.ca/.

The University of Guelph seeks applications or nominations to fill a Tier II CRC position in an area of proteomics involving the application of mass spectrometry or protein X-ray crystallography, as a key element in a new initiative by the College of Physical and Engineering Sciences and the College of Biological Science to develop a state-of-the-art centre for research and training in the development and application of advanced instrumental techniques to biological and materials science. The appointment may be made at the Assistant or Associate Professor level in the Department of Chemistry and Biochemistry, the Department of Microbiology, or the Department of Molecular Biology and Genetics. Information concerning the departments and the university is available at http://www.uoguelph.ca/. The candidate's research should complement the University of Guelph Strategic Research Plan, located at http://www.uoguelph.ca/Research /programs/crc/3ahtml.

The successful candidate will be expected to maintain a vigorous research program, develop a strong graduate program and teach at both the graduate and undergraduate levels. Candidates for Tier II chairs must be acknowledged by their peers to have the potential to lead their research field. Applications or nominations should include a *curriculum vitae*, a five-year research plan and the names of five references. At least one of these should address teaching proficiency. Applications should be addressed to **Dr. Peter Tremaine, Dean, College of Physical and Engineering Science**, (fax: 519-766-1499), or to **Dr. A. Clarke, Acting Dean, College of Biological Science** (fax: 519-767-2044), **University of Guelph, Guelph, ON Canada N1G 2W1**. Evaluation of applicants will begin on June 2, 2002. All CRC appointments are subject to review and final approval by the CRC Secretariat in Ottawa.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

WILFRID LAURIER UNIVERSITY

Canada Research Chairs

Wilfrid Laurier University is seeking outstanding researchers as candidates for its allocation of Canada Research Chairs (CRCs). Details about the federal government's CRC program — and the Chair selection criteria — can be found at http://www.chairs.gc.ca. Laurier plans to appoint up to three CRCs in the next year - one Tier I SSHRC and two Tier IIs, one of which must be in the NSERC area. There are six faculties at Laurier: Arts, Business and Economics, Music, Science, Social Work and Graduate Studies — and an expanding range of graduate programs at the Masters and PhD levels.

Laurier's Strategic Research Plan can be found at www.wlu.ca/~wwwroff/index.shtml. The Research Plan elaborates a strategy that emphasizes interdisciplinarity in four research clusters: (1) Culture and Human Experience, (2) Society and Public Policy, (3) Environment and Health, (4) Science and Technology. Chairholders will lead a program of research and provide leadership across the research clusters, mentor junior faculty and graduate students, supervise graduate students, and assist other faculty in securing external research funding.

Laurier will short list candidates after July 15, 2002, but will review and consider applications until the positions are filled. Appointments will begin July 1, 2003. All positions are subject to review and final approval by the CRC Secretariat.

Applications, including a CV, a statement of research objectives and a five-year research plan, and the names and e-mail addresses of five referees may be sent to: **Professor Rowland Smith, Vice-President: Academic, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5.**

Wilfrid Laurier University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

QUEEN'S UNIVERSITY AT KINGSTON

Assistant/Associate Professor Language & Literacy (Elementary)

The Faculty of Education at Queen's University (www.educ.queensu.ca) invites qualified applicants for one tenure-track position at the rank of Assistant/Associate Professor. The position, subject to final budgetary approval, will begin as early as January 1, 2003.

Applicants should have academic qualifications in Elementary Language Arts curriculum and a corresponding record of research. Successful language and literacy teaching experience at the elementary level is essential.

General Requirements

Requirements for the position include a doctoral degree, a well-defined research program, relevant work and teaching experience, and a record of scholarly publications. Those people who are near completion of a doctorate are welcome to apply.

Responsibilities for the position will include maintaining an active program of research and publication, teaching courses at the undergraduate and graduate levels, supervising BEd, MEd and PhD students, and developing and maintaining relationships within the profession.

Queen's University has an employment equity program and is committed to diversity in the workplace. Queen's University welcomes applications from all qualified women and men, including Aboriginal people, people with disabilities, visible minorities, gay men and lesbians.

Applicants must include a letter of application, which details your research program and how it articulates with early language and literacy curriculum. A curriculum vitae, one sample of recent scholarly work, sample course outlines or teaching evaluations (if available), and the names and addresses (including fax and email addresses) of at least three persons to act as referees must also be included. These materials must be received by the Office of the Dean on or before *30 May, 2002*. Applications and letters of reference should be sent to: *Rosa Bruno-Jofré, Dean, Faculty of Education, Queen's University, Kingston, Ontario K7L 3N6*; Phone: 613-533-6210; Fax: 613-533-6307.

dates should forward a letter, curriculum vitae, and the names of 3 referees to: Dr. Michael Childs, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7, Email: mchilds@ubishops.ca, Fax 819 822-9661 (attn: M. Childs)

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Modern Languages and Literatures invites applications for a limited term position with a term of up to three years, at the rank of Assistant Professor, to begin 1 July 2002, in Arabic and Comparative Literature. Requirements include PhD in Comparative Literature (preferred) or PhD in Arabic native or near-native fluency in Arabic and English; demonstrated excellence in university-level teaching of both literature and language; active research and publication. Teaching responsibilities will include courses in Arabic language and Comparative Literature, course co-ordination, and program development. Please send curriculum vitae and three letters of reference to Prof. Angela Estherhammel, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7, fax (519) 661-4093. Applications must be received by 1 June 2002. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities

MUSIC

BISHOP'S UNIVERSITY — The Department of Music is seeking applicants for a 10-month sessional appointment for the 2002–2003 academic year. The successful candidate will be asked to teach undergraduate courses in music theory and music literature, as well as piano and chamber music coaching. Qualifications: Doctorate preferred, teaching experience in higher education required; commitment to living and working within a collegial liberal arts environment. Preference will be given to candidates who have a significant performance profile, and who are inspirational teachers. Rank will be commensurate with qualifications and experience. The position will be a term appointment with possible extension depending on performance and available funding. Appointment date: September 1, 2002. For more information about Bishop's, visit the website at www.ubishops.ca. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Candidates should provide a letter of application, curriculum vitae and arrange for three letters of reference to be sent to: Michael J. Childs, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7. The deadline for the receipt of applications and all supporting materials is May 15, 2002.

CONCORDIA UNIVERSITY — The Department of Music, Faculty of Fine Arts is seeking applications for a full-time tenure-track appointment — Assistant Professor of Music, effective August 1, 2002. Background Qualifications: PhD or equivalent. Experienced teacher with specialty in theory and aural perception. A strong background in piano performance is an asset. Duties: Teaching undergraduate theory and aural skills. Administrative duties and continued research and creative activity will be expected. Duties may also include supervision at the graduate level. The Department consists of 10 full-time faculty, 40 part-time faculty, 3 staff and 215 full and part-time students, offering Bachelor of Fine Arts Degrees with Majors in Integrative Music Studies and in Electroacoustic Studies. In addition, there are Specializations in Jazz Studies, Performance and Composition and a graduate Diploma in Advanced Music Performance Studies. More information may be found at http://music.concordia.ca. Applicants must include curriculum vitae, cover letter, teaching dossier and research and creative activities dossier, and three letters of reference. Referees of short-listed candidates may be contacted. Deadline for receipt of applications is May 31, 2002. Please address your submission to: Search Committee, Department of Music, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec, Canada H4B 1R6. E-mail: music@concordia.ca (Please indicate Subject: Music Position 2002). Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

WILFRID LAURIER UNIVERSITY — The Faculty of Music invites applications for a one-year limited term appointment in voice, subject to final budgetary approval. This position will be at the rank of Assistant Professor, beginning July 1, 2002. Teaching duties will include individual lessons and weekly masterclasses. Faculty of Music committee service will also be required. The applicant should maintain a national or international profile as a performer, possess a graduate degree or comparable credentials, and be prepared to demonstrate outstanding teaching ability. Preference will be given to sopranos, mezzo-sopranos, and contraltos. Closing date for applications: May 24, 2002. Applications, including CV and three confidential letters of reference, should be sent to Dr. Charles Morrison, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. The Faculty of Music of Wilfrid Laurier University is also accepting applications for part-time studio piano teaching. Please check the University web-site after May 1st, 2002, for information. www.wlu.ca.

NATIVE STUDIES

WILFRID LAURIER UNIVERSITY — The Brantford Campus invites applications for a tenure-track appointment in Indigenous Studies and Religious Studies. Full details are included in our advertisement under "Interdisciplinary Studies."

NURSING

THE UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN — The Department of Nursing at the University of New Brunswick in Saint John invites applications for a probationary tenure-stream appointment at the Assistant Professor level (or at a higher rank for a suitably qualified individual). The position involves classroom and nursing practice teaching responsibilities in the undergraduate program. Also, membership in a joint Graduate Academic Unit in Nursing and opportunities to work with graduate students are readily available. An employment date of August 1, 2002 would be ideal. The minimum educational requirement for the position is a completed Master's degree in Nursing; a doctoral degree in Nursing or a related discipline (earned or near completion) is preferred. Applicants must have evidence of potential for publication and a developing program of fundable research. University teaching experience and a focused area of nursing practice are assets for the position. Candidates must be eligible for registration with the Nurses Association of New Brunswick and maintain registration when appointed. The Nursing Department is part of a fully accredited provincial nursing program and offers baccalaureate nursing education though a basic four-year full-time stream and a post-RN degree completion stream. The Department also collaborates with the Faculty of Nursing at UNB Fredericton to offer a Master of Nursing MN program. UNB Saint John is located adjacent to a large teaching hospital. Review of applications will begin June 15, 2002. Applicants should submit a curriculum vitae, a statement of research and teaching interest, and the names and addresses of three referees (including email address and telephone number) to: Dr. Keith De'Bell, Dean of Science, Applied Science and Engineering, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, fax 506-648-5650, email sci-eng@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

OFFICIER OE VALIDATION DE L'INSTRUCTION

LE COLLEGE MILITAIRE ROYAL OU CANAOA — L'École supérieure de défense canadienne est une institution qui a été créée récemment et qui relève du ministre de la Défense nationale. Son rôle est de superviser l'instruction et l'entraînement au sein des Forces canadiennes. L'ESDC est située à Kingston en Ontario sur le site du Collège militaire royal du Canada. L'ESDC invite les gens à soumettre leur candidature au poste d'officier de validation de l'instructron conduisant à une permanence. Il s'agit d'un poste à nomination conjointe au niveau de professeur adjoint dans un département universitaire du Collège militaire royal du Canada (CMR). Le candidat choisi aura principalement comme tâche de surveiller et de valider les programmes universitaires offerts par les unités subordonnées de l'ESDC, d'assurer la liaison avec les entités d'accréditation fédérales, provinciales et autres, tant canadiennes qu'étrangères, et de faire la collecte et l'analyse du contenu des programmes. Le ou la titulaire du poste fera très peu d'enseignement au CMR, on s'attend à ce qu'il ou elle se consacre à des projets de recherche. On exige un doctorat ou un diplôme équivalent dans un des domaines suivants: sciences humaines, sciences pures, gérne ou administration des affaires. Il faut également posséder au minimum une MA en éducation, en psychologie, en études statistiques ou dans une autre discipline quantitative, ainsi qu'une expérience pertinente en enseignement. De plus, il faut démontrer une capacité à effectuer des projets de recherche. Il s'agit d'un poste bilingue exigeant une aptitude à lire et comprendre le français et l'anglais et à communiquer verbalement dans les deux langues officielles (profil linguistique PPP/PPP). La préférence sera accordée à la dotation du poste bilingue, mais une liste d'admissibilité pourrait être établie, et les candidats admis au concours pourraient être évalués aux fins de la dotation de postes similaires dont les exigences linguistiques peuvent varier. Pour obtenir d'autres renseignements au sujet de cette occasion d'emploi, les candidats sont priés de communiquer avec avec le Dr. AJ Barrett, doyen des études permanentes au Collège militaire royal (barrett-j@rmc.ca ou (613) 541-6000, poste 6845). Pour en connaître un peu plus sur le CMR, on peut consulter son site Web: www.rmc.ca. La date prévue d'entrée en fonction est le 1er août 2002. Le salaire, au début de l'affectation, est fixe en fonction de l'expérience et des compétences du titulaire. Cependant, l'échelle salariale est de (0) $48 $ 3-68 0085 par année plus une indemnité provisoire annuelle de 2 200$ pour l'année 2001/2002. Les titulaires seront soumis à une période de stage de trente-six mois. Consentir à voyager est une condition d'embauche pour les présents postes offerts. Les candidats intéressés doivent faire parvenir leur curriculum vitÆ accompagné d'une lettre de présentation ainsi que trois fettres de recommandation à l'adiese suivante. Madame Sherry Duriochei, Bureau des ressources humaines civiles, Base des Forces canadiennes Kingston, Boîte postale 17000, Succursale des Forces, Kingston ON K7K 7B4, Téléphone (613) 541-5010, poste 5694, Télécopieur: (613) 541-4496, Courriel: Duriochei.SR@forces.ca. La date limite pour soumettre sa candidature est le 15 juin 2002. Le Collège militaire royal du Canada est une institution mixte, bilingue, ce poste est offert également aux femmes et aux hommes. Nous souscrivons aux principes d'équite en matäie d'emploi. Selon la Loi sur l'emploi dans la fonction publique, la préfèrence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adiese suivante http://www.cmec.ca/cicic/.

PHARMACY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Applications are invited for full-time, tenure-track at the level of Assistant or Associate Professor in the field of Medicinal Chemistry. The successful applicant must have a PhD in Medicinal Chemistry or related fields. The successful candidate is expected to participate in undergraduate and graduate teaching of Medicinal Chemistry, Chemotherapy and related fields and to supervise graduate students. The School of Pharmacy is accredited by the Canadian Council for Accreditation of Pharmacy Programs. Research strengths include drug delivery, drug targeting and neuropharmacology. The successful candidate is expected to establish a strong externally funded research program. Teaching would be complementary to the present activities of school. The expected areas are discovery and development of potential pharmaceutical/nutraceutical products through application of natually-occurring compounds or structure-mechanism-based synthetic products in a interdisciplinary environment. Collaborative research with potential Canadian, American, and globally-recognized universities and research institutes is encouraged. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The position is subject to budgetary approval. The deadline for receipt of applications is June 15, 2002. Applicants should submit their curriculum vitae, reprints of important publications, and the names and addresses of three referees to Dr. Linda R. Hensman, Acting Director, School of Pharmacy, Memorial University of Newfoundland, St. John's, NF, Canada, A1B 3V6, Phone 709- 777-6571; 709-777-7044, e-mail: lindah@pharm.mun.ca For further information on the School of Pharmacy visit our website at www.pharm.mun.ca. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

MEMDRIAL UNIVERSITY OF NEWFOUNDLANO — Applications are invited for a tenure-track appointment in pharmacoepidemiology. Salary and rank will depend upon qualifications and experience. Applicants should possess a doctorate in pharmacoepidemiology, biostatistics and other closely related areas. Post-doctoral experience and expertise in pharmaketing surveillance of drugs, DUR, and drug databases would be an advantage. This is a joint appointment between the School of Pharmacy and Division of the Community Health, Faculty of Medicine. The successful candidate will be expected to establish an externally funded research program and to teach in Pharmacy and Community Health programmes. The School of Pharmacy is located in the Health Sciences Centie on the campus of Memorial University. This faculty also houses the Faculty of Medicine, the School of Nursing, the Health Sciences Library, the General Hospital, and a newly opened Children's Hospital and Rehabilitation Facility. This integrated complex has allowed close working relationships, in both research and teaching, among the faculties of Pharmacy, Nursing and Medicine. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The position is available now. Review of applicants will begin on May 15th, 2002 and continue until a qualified candidate is hired. Applicants should submit a letter of interest, curriculum vitae, and the names and addresses of three referees to: Dr. Linda Henman, Acting Director, School of Pharmacy, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3V6, Canada. Telephone: 709-777-6571, Fax 709-777-7044, e-mail: lindah@pharm.mun.ca Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

PHILOSOPHIE

UNIVERSITY OF ALBERTA — La Faculte Saint-Jean de ta University of Alberta sollicite des candidatures de chargé·e de cours, a temps plein, en philosophie au premiej cycle universitaire. La date d'entrée en fonction sera le 1es septembre 2002, et le contrat se terminera le 30 avril 2003. Ce poste a une possibilité de renouvellement. Le salaire est déterminé pat ta Convention collective des chargés de cours et autres employés temporaires de ta University of Alberta. Les candidat·es devront, au minimum, être en cours d'étude doctoiale en philosophie et possedes un bon dossiei d'enseignement. Une excellente maitrise de la langue française est aussi requise. La personne choisie sera appelée a enseigner entre autres l'introduction a la philosophie occidentale, l'étude philosophique de l'être humain, la bioéthique, l'histoire de la pensée en education et la fogique pratique. La date limite pour soumettre sa demande est le mercredi 5 juin 2002 ou jusqu'à ce que le poste soit comblé. La University of Alberta encouiage les candidatures de toute personne qualifée, cependant, la priorité est accordée aux citoyen·nes canadien·nes et aux résidente·s permanent·es. En l'absence de candidat·e citoyen·nes canadien·nes ou résidente·s permanent·es répondant aux exigences du poste, nous considéreions d'autres personnes. Un dossier contenant un curriculum vitae, un bref dossier d'enseignement et les noms de bois répondant·es doit être envoye a John A. Boeglin, Vice-doyen aux affaires académiques, Faculte Saint-Jean, University of Alberta, 8406, rue Marie-Anne-Gaboury (9t St.), Edmonton, Alberta T6C 4G9, Télécopieur (780) 465-8760. Les dossiers reçus pour ce concours seront gérés selon les dispositions de la Loi de l'acces à l'information et de la protection des renseignements personnels. La University of Alberta respecte le principe d'equite en matière d'emploi. Comme employeur, elle favorise la diversité dans le milieu du travail et encourage les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapees et les membres des minorités visibles.

PHILOSOPHY

SAINT MARY'S UNIVERSITY invites applicants for a nine month sessional appointment in the Department of Philosophy. Candidates with a completed PhD in Philosophy will be preferred. The successful candidate will be competent to teach undergiaduate courses in Critical Thinking, Ethics, and History of Philosophy. A record of research and publication in Critical Thinking or Applied Ethics would be desirable, although not requiied. Applications should submit a letter of application, curriculum vitae, the names of three referees, and any other information they wish to have considered to: Dr. Shefagh Crooks, Chair, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Applications will be considered until June 1, 2002, or until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY invites applicants for a tenure-track position in the Department of Philosophy. A PhD is required for this position. Applicants should be conducting active research in either critical thinking or applied ethics, and are expected to teach extensively in either area. The successful candidate should be competent to teach courses in the history of philosophy or feminist theory. Applications should submit a letter of application, curriculum vitae, the names of three references, and any other information they wish to have considered to: Dr. Shefagh Crooks, Chair, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Applications will be considered until January 1, 2003, or until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

PHYSICAL THERAPY

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Health Sciences invites applications for a Lecturer-Academic Coordinator of Clinical Education in the School of Physical Therapy. This is a full-time, limited term (up to 3 years, renewable) faculty position to commence July 1, 2002. Candidates must be physiotherapists who 1) completed a thesis-based masters degree in a related field, 2) have excellent organizational and interpersonal skills, and 3) are eligible for licensure by the College of Physiotherapy in Ontario. Preference will be given to candidates with previous University-based clinical education experience. The appointee will be responsible for the management and development of clinical placements for approximately 100 physical therapy students, as well as engage in academic teaching. Involvement in research is encouraged and supported. The School of Physical Therapy is one of 5 Schools (Communication Sciences and Disorders, Kinesiology, Nursing and Occupational Therapy) and an interdisciplinary program — Bachelor of Health Sciences in the Faculty of Health Sciences. The University of Western Ontario has a strong relationship with the local clinical community and the teaching hospitals. The School of Physical Therapy is offering a new professional Master of Physical Therapy program starting in September 2002 to replace the present undergraduate physiotherapy program. Further information on the School is available at www.uwo.ca/fhs. A curriculum vitae and the names of three references must be submitted to Dr. Angelo Belcastro, Dean, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1. Applications are required by June 12, 2002. Please quote Position Number HS-006 on all cor-

Memorial
University of Newfoundland

ASSISTANT PROFESSORS
Department of Mathematics & Statistics

The Department of Mathematics and Statistics at Memorial University of Newfoundland invites applications for several 24-month limited term positions at the Assistant Professor level in Mathematics, starting September 1, 2002. A PhD in Mathematics or Applied Mathematics is required at the time of appointment. Duties include teaching the equivalent of 4 three-hour courses over two terms.

Outstanding applications from all areas of Mathematics and Applied Mathematics will be considered. The possibility of collaboration with current department members will be an asset, and applicants should be aware that the department expects to be advertising tenure track positions in the areas of Analysis and/or Computational Applied Mathematics in the coming year.

Review of applications will begin May 1, 2002 and continue until all positions are filled. Candidates should submit a Curriculum Vitae, a description of research interests, and selected (pre)reprints of publications. They should also arrange for three confidential letters of recommendation to be sent to: **MS/MATH/02 — Dr. Herbert Gaskill, Head, Department of Mathematics & Statistics, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7 Canada**; E-mail: head@math.mun.ca.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

ST. FRANCIS XAVIER UNIVERSITY

CANADA RESEARCH CHAIR (TIER I OR II)
PHYSICAL OCEANOGRAPHY

The Department of Earth Sciences, St. Francis Xavier University invites applications for a Canada Research Chair (Tier I or II) in the field of Physical Oceanography.

We encourage applications from strong researchers in any aspect of Physical Oceanography. We particularly seek researchers in the area(s) of: ocean circulation modeling, coupled biophysical processes, coastal circulation and transport, marine environmental processes, application of remote sensing to oceanography.

It is expected that the Research Chair holder would interact with faculty involved in interdisciplinary groups within the university including Interdisciplinary Studies in Aquatic Resources (ISAR) and research networks in Atlantic Canada such as the proposed Atlantic Environmental Science Network (AESN), and a Centre for Applied Petroleum Studies (CAPS) for which the university is currently seeking funding, and in which Physical Oceanography would be an important component.

The Research Chair will join a department with successful, well-funded research programs in the solid Earth and environmental Earth sciences. While the position is primarily research-oriented, it includes a teaching component in the candidate's specialty.

The occupant of the Chair will develop a state-of-the-art research laboratory in the Physical Sciences Centre, attract funding from government agencies and/or industry to expand St. FX's capacity in this important area of research. Also desirable is a strong commitment to engage undergraduate and graduate students in this research.

Appointment is conditional on the successful candidate being approved as a Tier I or II Canada Research Chair holder. For more information about the Canada Research Chair program, consult www.chairs.gc.ca. For details on St. FX consult www.stfx.ca and the Department of Earth Sciences at www.stfx/academic/earth-sciences.

St. FX hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply, and we especially welcome qualified women candidates. Applications will be considered beginning August 1, 2002. The competition will remain open until a candidate is selected. Interested individuals should forward a CV, representative publications, a description of proposed research, other research interests, and the names and addresses of three referees to: **Dr. Ed. McAlduff, Dean of Science, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S. B2G 2W5**; emcalduf@stfx.ca; Phone: 902-867-3903.

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: 202 737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202)737-5900.

ADVERTISING RATES

CAREERS PAGES

Display ads*	$4.25/agate
Classified ads	$1.00/word

EDITORIAL PAGES

Display ads*	$1.25/agate

COLOUR (CMYK) ADVERTISING**

Black & 1 colour	$240
Black & 2 colours	$420
Black & 3 colours	$900

All prices in effect until June 2002.

* Agency commission 15% (camera-ready artwork required)

** These prices indicate a colour advertising surcharge based on number of process colours used per page or fraction of page. Separations to be supplied by advertiser.

TARIFS DE PUBLICITÉ

SECTION DES CARRIÈRES

Grandes annonces*	4,25 $/agate
Annonces classées	1,00 $/mot

SECTION ÉDITORIALE

Grandes annonces*	1,25 $/agate

ANNONCES COULEURS**

Noir et une couleur	240 $
Noir et deux couleurs	420 $
Noir et trois couleurs	900 $

Les tarifs sont en vigueur jusqu'au juin 2002

* Commission de 15 % des agences (illustrations prêtes à photographier)

** Ces tarifs comportent un supplement pour le traitement de la publicite en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs

AD DEADLINES 2002

The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
January	December 2001	December 14/01
February	January 8/02	January 15/02
March	February 7/02	February 14/02
April	March 7/02	March 14/02
May	April 8/02	April 15/02
June	May 7/02	May 14/02

Note All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

Right on Target for Academics.

CAUT BULLETIN

Contact Lynn Braun — Advertising Coordinator

TEL (613) 820.2270 *FAX* (613) 820.2417
EMAIL ads@caut.ca

2675 Queensview Drive, Ottawa, ON K2B 8K2

✂ CLIP & SAVE

respondence. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

PHYSICS

THE UNIVERSITY OF WATERLOO — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography, (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext. 6831, E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHYSIOLOGY

QUEEN'S UNIVERSITY — The Department of Physiology(http://meds.queensu.ca/medicine/physiol/) invites applications for a tenure-track position at the level of Assistant Professor. While the successful applicant will be appointed in the Department of Physiology, their research interests should align with the Interdisciplinary Cardiac, Circulatory, and Respiratory (CCR) Research Program which is an established research focus of the Faculty of Health Sciences at Queen's University. The researcher will be part of a vibrant group focused on cardiocirculatory respiratory (CCR) extending from molecular to epidemiological studies. The individual's research is to complement the current strengths in the Department of Physiology which are cardiac and respiratory muscle proteomics, myocyte function and smooth muscle biology. Requirements include a PhD or M.D. degree, outstanding scholarship, a strong record of achievement and the potential to attract external funding. Queen's University is recognized nationally for the quality of its undergraduate and graduate programs, which attract outstanding students. Queen's University is an integral part of the vibrant Kingston community in the heart of the Thousand Islands region of southeastern Ontario. It has a community spirit and amenities unmatched by any other Canadian university. The University and the region offer an outstanding academic and community environment (http://www.queensu.ca). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The deadline for applications is May 15, 2002. Applicants should forward a copy of the curriculum vitae and names of three referees to Dr. A.V. Ferguson, Professor and Head, Department of Physiology, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

DALHOUSIE UNIVERSITY — The Department of Physiology and Biophysics invites applications for two positions at the Assistant Professor level. Applicants whose research is in any area of molecular, cellular or systems physiology will be considered. Preference will be given to candidates whose research interests complement current research strengths of the Department (further information about the department is available at: http://www.physiology.dal.ca). Candidates must have a PhD degree in Physiology or related discipline and/or M.D. degree, several years of postdoctoral training, and demonstrated excellence in basic research. They will be expected to participate fully in the research and teaching programs of the Department. This is a salaried probationary tenure-track appointment. However, the successful applicants will be expected to apply for external salary support from appropriate granting agencies. Send letter of application, curriculum vitae, brief description of research experience and interests, teaching experience, and the names of at least three references to: Dr. Paul R. Murphy, Head, Department of Physiology and Biophysics, Faculty of Medicine, Dalhousie University, Sir Charles Tupper Medical Building, Halifax, Nova Scotia B3H 4H7, Canada. Applications must be received no later than May 31, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified aboriginal people, persons with a disability, racially visible persons and women.

POLITICAL SCIENCE

WILFRID LAURIER UNIVERSITY — The Department of Political Science invites applications for a one-year limited-term appointment, at the rank of Assistant Professor, commencing July 1, 2002, subject to budgetary approval. Applicants should have international relations as their major field of concentration, and should be prepared to teach in a large class environment. The Department has both undergraduate and graduate programs. The successful candidate should have a PhD or be close to its completion before beginning the appointment. Other requirements include demonstrated excellence in teaching, evidence of a research program, and publications. Applications with a CV, a Teaching Dossier, a writing sample, and three confidential letters of reference should be forwarded to: Dr. David Docherty, Chair, Department of Political Science, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario, N2L 3C5 by May 17th, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

PSYCHOLOGY

THE UNIVERSITY OF WINDSOR invites applications for tenure-track faculty positions in the Department of Psychology commencing July 1, 2002. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Shelagh Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4, Tel. 519 253 3000, Ext. 2215, Fax: 519 973 7021; Email: towson@uwindsor.ca.

ST. MARY'S COLLEGE invites applications for a tenure track appointment in Psychology at the Assistant Professor level starting August 1, 2002, subject to budgetary approval. Candidates should present a completed PhD in Psychology (although completion will be given to those defending the dissertation before August 31, 2002) and a strong commitment to undergraduate teaching excellence. The ability to teach a broad range of introductory and senior Psychology courses is essential. Specialization in aspects of family Psychology is desirable. St. Mary's College is small liberal arts and sciences Catholic College that currently offers a two-year university transfer program and is making application for degree-granting status. For more information on the College, visit our website at www.stmc.ab.ca. All qualified candidates are encouraged to apply. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Interested candidates are invited to email, fax, or mail their application, including a curriculum vitae, three letters of reference, teaching evaluations, reprints of publications, by 4pm on Tuesday, April 30, 2002 to: President, Dr. Terrence J. Downey, St. Mary's College, 14500 Bannister Road S.E., Calgary, Alberta, T2X 1Z4, Fax: (403) 531-9136, E-mail: t.downey@stmc.ab.ca

THE UNIVERSITY OF NEW BRUNSWICK (SAINT JOHN) — The Department of Psychology is inviting applications for a tenure-stream position in Cognitive Neuroscience, broadly defined, in either experimental or clinical psychology, at the Assistant Professor level, commencing August 1, 2002. Strong applicants in related areas will also be considered. The position is subject to budgetary approval. The department offers undergraduate programs in Psychology, Bio-Psychology, and Sport and Exercise Psychology, and a Master of Arts in Experimental Psychology. It also actively participates in the PhD program in clinical, general, and experimental psychology with the Department of Psychology on the Fredericton campus of UNB. The successful applicant is expected to play an important role in our Bio-Psychology and Cognitive Neuroscience programs. He/she will teach neuropsychology, introductory psychology, and have the opportunity to develop a course or courses in his/her area of expertise. The successful applicant will be expected to pursue an active program of research and to supervise both Honours and graduate students. To further research interests, the applicant may take advantage of the close relationship between the university and a regional hospital located adjacent to the campus. A PhD is required. Salary range will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. Robert MacKinnon, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, N.B., E2L 4L5. The deadline for the receipt of applications is June 15, 2002. If a suitable applicant is not available, then a nine-month term position may be offered. Questions concerning this position may be directed to Dr. Alexander Wilson, Chair, Department of Psychology, at awil@unbsj.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the Principle of Employment Equity.

RELIGIOUS STUDIES

WILFRID LAURIER UNIVERSITY — The Brantford Campus invites applications for a tenure-track appointment in Indigenous Studies and Religious Studies. Full details are included in our advertisement under "Interdisciplinary Studies."

RESOURCE OR ENVIRONMENTAL ECONOMICS

THE UNIVERSITY OF ALBERTA — The Assistant Professor, tenure track, is sought by Department of Rural Economy (www.re.ualberta.ca) (Associate Professor appointment may apply subject to qualifications). Salary will be commensurate with qualifications and experience. Qualifications are PhD in Natural Resource or Environmental Economics, Agricultural Economics, Applied Economics or Economics; demonstrable excellent research potential in areas of resource or environmental economics that complement the department's capacity, and clear evidence of strong teaching potential or commitment to teaching, together with capacity to develop an excellent program of externally funded research focused on emerging economic issues for food, forestry or the environment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. A letter of application, with statements of research and teaching interests, transcripts, vitae and the names of three referees should be sent to: Chair, Department of Rural Economy, University of Alberta, Edmonton, Canada T6G 2H1. Selection will start on July 1, 2002. The records arising from this competition will be managed in accordance with the provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

RUMINANT NUTRITION

THE UNIVERSITY OF GUELPH — The Department of Animal and Poultry Science is seeking applicants for a tenure-track Assistant Professor position in Ruminant Nutrition. Candidates must have a PhD or equivalent degree, an excellent background in ruminant nutrition, a strong interest in beef cattle production and willingness to work closely with the Beef Cattle Industry. A high level of initiative and excellent communication skills are expected. The incumbent will be responsible for developing a vigorous collaborative research program. Areas of interest could encompass but are not limited to feedlot nutrition, cow-calf nutrition, nutrition-immune function interactions, and modelling of nutrient dynamics. Potential for teaching across the Departmental program will be one of the selection criteria for the position. The Department of Animal and Poultry Science has excellent laboratory and computer facilities, access to extensive animal holding facilities, and close ties with industry. The position will be available September 1, 2002. Substantial start-up operating funds for this position have been provided from the Ontario Cattlemen's Association through the Safety Net Research and Development allocation to the Ontario beef sector. Potential exists for matching these funds at the federal level. As well, the incumbent can apply for infrastructure funding through the Canada Foundation for Innovation/Ontario Innovation Trust New Opportunities Program. The application, with a statement of interest in the position, a full résumé and the names of three persons who may be contacted for references should be submitted by June 15, 2002, to Dr. Ann M. Gibbins, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1, e-mail: agibbins@uoguelph.ca; web site: http://www.aps.uoguelph.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

SCIENCES FORESTIÈRES

L'UNIVERSITÉ DE MONCTON sollicite des candidatures pour les postes: Professeur·e·s de sciences forestières. La Faculté de foresterie cherche à pourvoir à deux (2) postes de professeur·e adjoint·e pour l'année universitaire 2002-2003. La Faculté de foresterie offre des programmes de formation professionnelle en foresterie. Située à Edmundston, dans le Nord-Ouest du Nouveau-Brunswick, elle mise sur un corps professoral qui excelle en matière d'enseignement, de recherche, et de services à la collectivité. Nature de la fonction: prendre part activement à l'enseignement, au développement de cours et de programmes, à l'encadrement d'étudiant.e.s de premier cycle et de cycles supérieurs. Effectuer des travaux de recherche dans ses domaines de compétence. Assumer diverses tâches administratives et participer à des activités de rayonnement dans les milieux universitaire et professionnel. Les domaines de compétence recherchés sont les suivants: biostatistique, sylviculture, écologie forestière et modélisation forestière. Exigences: Être titulaire d'un doctorat en sciences forestières ou dans un domaine connexe. Démontrer des habiletés en enseignement et en recherche et la volonté de s'engager dans les services à la collectivité. Maîtriser la langue française parlée et écrite. La priorité sera accordée aux personnes détentrices d'au moins un diplôme, préférablement de niveau baccalau-

Saint Mary's University
Halifax, Nova Scotia, Canada

Tier II Canada Research Chair
Human Resources Management

The Department of Management invites applications for a Tier II Canada Research Chair in Human Resources Management commencing July 1, 2002.

Applicants must have a PhD in an area related to Human Resources Management and have established a significant program of research as evidenced by an outstanding record of publications and funding commensurate with the CRC guidelines. We are particularly interested in individuals who can contribute in the core areas of human resources management (e.g., selection, performance appraisal, training). Although this is primarily a research position, the successful candidate will be expected to become involved in supervising PhD students and in teaching.

With 65 full time faculty and an enrollment of approximately 2,500 full and part-time students, enrolled in B.Comm., MBA, EMBA, and PhD programs, Saint Mary's is the largest business program in Atlantic Canada. The Frank H. Sobey Faculty of Commerce is housed in a new facility, fully compatible with the latest advances in information technology. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and internationally. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and individuals with disabilities.

Applicants should submit a letter of application, curriculum vitae and the names of three references to **E. Kevin Kelloway, Chair of the Search Committee, Department of Management, Saint Mary's University, Halifax, NS, B3H 3C3.** Fax: (902) 420-5119. CRC Holders do not need to be a Canadian citizen or landed immigrant.

Saint Mary's University
A CELEBRATION 1802-2002

réat, d'une faculté ou école de foresterie Les personnes intéressées sont priées de faire parvenir leur dossier avant le 28 mai 2002, au: Comité de sélection, Faculté de foresterie, Université de Moncton, Campus d'Edmundston, 165 boul. Hébert, Edmundston (Nouveau-Brunswick) E3V 2S8.

SOCIOLOGY

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track Faculty position in the Department of Sociology and Anthropology in the area of Family, Sexuality and Gender commencing as early as July 1, 2002. Subject to Budgetary Approval. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Contact Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext 2190; Fax. 519 971.3621, Email lynnep@uwindsor.ca

THE UNIVERSITY OF WINDSOR invites applications for a postdoctoral position in the Department of Sociology and Anthropology This position is connected to the Canada Research Chair holder in Social Justice and Globalization, Dr Suzan Ilcan. This 24-month position commences as early as September 1, 2002. View our display ad in this issue and for a detailed position description visit our website at www.uwindsor.ca/ facultypositions Contact: Dr. Suzan Ilcan, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext 2208, Fax: 519 971 3621 Email: silcan@uwindsor ca

SOCIOLOGY & CRIMINOLOGY

SAINT MARY'S UNIVERSITY — The Department of Sociology and Criminology invites applications to fill three 9-month sessional positions at the level of Assistant Professor, to begin in September, 2002 Candidates should have a PhD or comparable background and a desire to teach in a Department of Sociology and Criminology. These three positions are all in criminology; desirable areas would include crime and society, the justice system, criminological theory: policing, women crime and the law, law and drugs. Applicants are asked to submit a curriculum vitae and an example of recent published work, and arrange for three letters of reference to be sent directly to Dr. Ronald Cosper, Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The closing date for applications is May 10, 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

STATISTICS & ACTUARIAL SCIENCE

SIMON FRASER UNIVERSITY — The Department of Statistics and Actuarial plans to expand its Actuarial Science programme and plans to fill two positions — one at the Lecturer and the second at the Assistant or Associate Professor level. The successful candidates will have a strong research profile, evidence of creativity, impact and leadership in research, demonstrated interaction with industry, and demonstrated quality teaching at the graduate and undergraduate levels. Candidates in all areas of Actuarial Science are welcomed SFU is the only university in British Columbia to offer a programme of studies in Actuarial Science The Department offers a major and honors programme in Actuarial Science with over 50 major students as well as a non-degree Certificate Our programmes have modern curricula, and provide a broad education in actuarial science, mathematics, statistics, business, economics, computing and literacy skills Our certificate program in Actuarial Science provides a convenient conduct for students who have completed degrees in other areas such a business, economics, or accounting to pursue careers in the actuarial field Our graduates rank among those who have received the highest scores in the world on the international examinations We wish to offer a graduate programme in Actuarial Science in the future and the senior candidate will be expected to take a lead role in its establishment Further information about our Department is found at http://www.stat sfu.ca Information about SFU is available at http://www.sfu ca. Deadline for applications is 31 May 2002 or until the positions are filled. Please submit (a) your curriculum vitae, (b) no more than five publications that provide an overview of your research, and (c) a letter outlining your research programme, your interaction with industry, and your teaching philosophy. Please arrange for three letters of reference to be sent directly to the Department Send applications in confidence to Carl Schwarz, Chair, Department of Statistics and Actuarial Science, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada V5A 1S6, cschwarz@stat sfu ca. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada All appointments are subject to budgetary authorization

SWINE GENOMICS

THE UNIVERSITY OF GUELPH — The Department of Animal and Poultry Science is seeking applicants for a 5-year contractual Assistant Professor position in Swine Genomics Candidates must have a PhD or equivalent degree, an excellent background in molecular genetics, a strong interest in collaborating closely with quantitative geneticists, nutritionists and physiologists to develop effective strategies for swine improvement The incumbent will be responsible mainly for developing a vigorous collaborative research program and will also be expected to communicate effectively with the Pork Industry Potential for developing and delivering graduate level courses in applied genomics in conjunction with a Dairy Cattle Genomics faculty member will be one of the selection criteria The Department of Animal and Poultry Science houses the Centre for Genetic Improvement of Livestock (CGIL) and the new Genome Manipulation Laboratory complex, and has excellent computer and laboratory facilities, access to extensive animal holding facilities, and close ties with industry The salary for this position will be funded by the Food System Biotechnology Centre at the University of Guelph. The position will be available immediately. The application, with a statement of interest in the position, a full resumé and the names of three persons who may be contacted for references should be submitted by June 15, 2002, to Dr Ann M Gibbins, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1; e-mail: agibbins@uoguelph.ca; web site http://www.aps.uoguelph.ca All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THÉRAPIES PAR LES ARTS

L'UNIVERSITÉ CONCORDIA — La Faculte des beaux-arts de l'Universite Concordia, Departement de l'enseignement de l'art et de thérapies par les arts est à la recherche d'une ou d'un professeur adjoint pour enseigner au Programme de maîtrise en Therapies par les arts, Option thérapie par l'art dramatique Il s'agit d'un poste a temps plein, d'une durée determinee, avec entrée en fonction le 1 août 2002 La personne choisie devra enseigner au niveau de la maîtrise et du baccalauréat Elle devra répondre aux exigences suivantes avoir de l'expérience en enseignement de la thérapie par l'art dramatique et détenir le titre de R.D.T. (Dramathérapeute enregistré), ou son équivalent La personne dont avoir déjà occupe un poste d'encadrement clinique dans un établissement psychiatrique et scolaire et pratiqué auprès d'adultes, d'adolescents, d'enfants et de familles et d'individus inquiétant des soins spécialisés La personne sera responsable de la coordination des stages des étudiants en thérapie par l'art dramatique. Elle devra aussi démontrer avoir participé a des expositions/performances; avoir publié, présenté à des conférences et contribué à la recherche. La préférence sera accordée aux personnes bilingues (francais-anglais) Les candidatures, accompagnées d'un curriculum vitae complet mentionnant le nom de trois répondants, doivent nous parvenir au plus tard le 20 mai 2002. Prière d'adresser les demandes comme suit: Josée Leclerc, PhD, A.T.R./ATPQ, Directrice intérimaire du Programme de Maîtrise en Thérapies par les arts, S-VA 266, Faculté des beaux-arts, Université Concordia, 1455 boul. De Maisonneuve., ouest, Montreal, (Quebec) H3G 1M8, Canada Tel : (514) 848-4785, Telec. : (514) 848-8627. Nous encourageons la candidature de toutes les personnes qualifiées. La priorité sera toutefois accordée aux citoyens canadiens et aux résidents permanents L'Université Concordia souscrit au principe d'équité en matière d'emploi et encourage la candidature des femmes, des autochtones, des minorités visibles et des personnes handicapées.

URBAN DESIGN

THE UNIVERSITY OF WATERLOO — Applications are invited for an Assistant or Associate Professor tenure track position in Urban Design at the University of Waterloo. The candidate will have planning urban design project experience and demonstrate potential for leadership in developing instructional design programs that include computer assisted design in urban planning. Some teaching experience would be an asset. The candidate will have a record of scholarly output (published writing, exhibits, awards, design competitions, etc.) An interest in one or more of 3D visualization, heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields Applicants must demonstrate peer evaluated design achievement; a related graduate degree is required (a PhD is desirable but significant professional achievement may be accepted.) They should be or qualify for membership in the Canadian Institute of Planners Academic rank, tenure, and salary will be commensuate with the candidate's qualifications and experience The appointment will be effective January 1, 2003 Applications must include a letter of application (stating career objectives, approach to design learning and teaching, and personal research goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four possible referees The first stage in the review of applicants will be based on the letter of application, portfolio, and CV References will be contacted for those being considered in the second stage of review. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities This position is subject to the availability of funds Depending on the suitability of applicants, the appointment might be joint between the Schools of Planning and Architecture Complete applications are to be received at the following address by May 31, 2002 Dr Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1, Newkirk@watserv1.uwaterloo.ca The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, and multimedia Additional information about the Faculty may be found at http://www.fes.uwaterloo.ca/ The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities

ACCOMMODATIONS

FIRENZE/ITALY — Sabbatical/holiday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4 Monthly (4 weeks) Euro 880 00 + util; weekly 470 00 (two people) all incl Spezzotti. Ph + 39-055-245-739, Fx +39-055-247-6266

EDINBURGH, SCOTLAND — Fully furnished 3-bedroom flat for rent from September 2002 to June 2003 or from September to December 2002 or January to June 2003 Centrally located (New Town) All mod cons inc central heating, shower, washing machine, and dishwasher Children welcome Call Kathryn Chittick or Stephen Brown (705) 741-5252 or (705) 748-1238/1237 Trent University. E-mail kchittick@trentu ca or swbrown@trentu ca

EDUCATORS B&B TRAVEL NETWORK — $32 a night for two! Over 5,000 members Educators hosting Educators since 1986 B&B and housesitting available "We saved $750! Fantastic hosts, places, and prices!" Ed and Marg Wood, Santa Monica, CA. Choose your destination we do the rest See our complete membership directory and join online at www.educatorstravel.com Box 5279, Eugene, OR 97405, (800) 377-3480 Savings, Security and Adventure at a fraction of the cost!

PROVENCE — SOUTH OF FRANCE — Furnished three bedroom house, picturesque Puy-laubier, 20 km from Aix. From $1,200/month inclusive Contact Beth at: (416) 588-2580, b.savan@utoronto.ca, website www.geocities.com/bavan

MONTREAL — Furnished house, available July/August. 3 bedr, office, reno kitchen and bathroom, finished basement. Quiet neighbourhood near Loyola campus, Hamot. Non-smokers, no pets (allergies). Contact watindg@hotmail.com (or) 514-843-4624)

WANTED — MONTREAL — Retired academic couple seeks furnished accommodation in Montreal for August 1, 2002 until March 31, 2003 (dates flexible) Email trudym@mergerel.com

WANTED — MONTREAL — Visiting professor at Université de Montreal, Couple + 2 children (13+11) looking for a chalet to rent or to share from mid May to mid July 2002 (2 hour's drive max from Montreal) Please e-mail despoirx@fas.umontreal.ca, lindner@cam.org

VANCOUVER — Bright, 3 bdrm + den furnished home, 1.5 baths, H/W floors, yard, garden, F/P, lovely quiet street near beach, parks, shopping, restaurants, bus, UBC, N/S, N/P, no small children. Avail 08/15/02–06/15/03 (approx.). $2300/mo + util Call (604)734-6534 or e-mail fb@smartt.com

MONTREAL — Sabbatical apartment for rent; semi-furnished, sunny, spacious, 1 1/2 bedroom apartment on the Plateau in Montreal Quiet street, top floor Available Aug 1–June 1, 2003, dates are flexible, reasonable rent, email gmacklem@uk.net.

$32 a night for two!
Over 5,000 Members!

EDUCATORS B&B TRAVEL NETWORK
educators hosting educators since 1986

"WE SAVED $750!"
"Fantastic trip, hosts & places! What a way to go!"
Ed and Marjorie travelled for 12 days

Box 5279
Eugene, OR 97405
(800) 377-3480

Savings, Security & Adventure at the fraction of the cost

www.educatorstravel.com

HEALTH & SOCIETY

UNIVERSITY OF CALGARY

Creating the future of health.

The Department of Community Health Sciences of the University of Calgary invites applications for two full-time faculty positions at the rank of Assistant Professor, commencing September 1, 2002 (negotiable) in the broad area of Health & Society. We seek productive research scholars with interest in any of: social and economic determinants of health, the political economy of health, illness and health care, social inequality and health, the application of social research methods to health phenomena, health services and health systems research, gender and health, aboriginal health, cultural dimensions of health, health care, and illness, or any other subject broadly in the area of "Health & Society." The successful candidates will be appointed in the Department of Community Health Sciences in the Faculty of Medicine. Candidates must have a PhD in an appropriate social science or health sciences discipline, and will be expected to develop a strong interdisciplinary research programme in the broad area of health and society, successfully compete for external research funding, and disseminate the results of this program in peer-reviewed publications. Candidates must also demonstrate an ability to teach in an interdisciplinary bachelor's program and provide undergraduate and graduate research supervision. An interest in pedagogical issues and experience with innovative teaching methods would be an asset.

The successful candidates will fulfill his or her undergraduate teaching duties within the Health & Society Major of a new interdisciplinary Bachelor of Health Sciences program under development in the Faculty of Medicine. The program is founded on the principle that the perspectives of the social sciences are a crucial component of a complete understanding of contemporary health problems facing Canadian society. Graduate teaching duties will be fulfilled in the Department of Community Health Sciences, which offers MSc and PhD degrees, as well as a Community Medicine Residency Program.

Applications, including a curriculum vitae, a representative sample of academic writing and the names of three referees, should be sent to: **Dr. Lloyd Sutherland**, Head, Department of Community Health Sciences, University of Calgary, 3330 Hospital Drive N.W., Calgary, AB T2N 4N1. Review of applications will begin June 1, 2002, but the position will remain open until filled.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

University of Alberta

ASSOCIATE DEAN, RESEARCH, PARTNERSHIPS & FACULTY DEVELOPMENT

Ranked as one of the top nursing schools in Canada, the **Faculty of Nursing** at the University of Alberta is the largest in the country and is poised for continued growth. Newly allocated provincial funding will result in significant increases in program enrollments at all levels. *The Faculty of Nursing offers a full range of degree programs at the undergraduate and graduate levels and has the distinction of being the first funded nursing doctoral program in Canada.* Research funding has also increased seven-fold over the past six years

The Faculty of Nursing invites applications from senior academics for the position of Associate Dean, Research, Partnerships & Faculty Development This is a tenured position preferably at the Professor rank, with an initial 3-year (renewable) administrative appointment as Associate Dean At the completion of the administrative appointment, the incumbent will resume research and teaching responsibilities within the Faculty

A member of the Faculty management executive team, the Associate Dean will provide leadership in the development and implementation of research and research related strategic initiatives in line with the Faculty's strategic plan. Key responsibilities include building research capacity within the Faculty particularly through faculty development, graduate research training, industry research partnerships, and the monitoring of research outcomes The Associate Dean will be supported by the Research Administration Officer and work closely with the Assistant Dean, Graduate Studies, the Director, Teaching Services; and the Director, International Unit, to ensure that research training and support to faculty and students is integrated and effective The appointee will also be supported in maintaining their own program of research, scholarly outcomes and graduate student supervision

Preferred candidates will hold a Ph.D in Nursing or a related discipline, have a strong career as a university educator and researcher, as well as demonstrated experience in strategic planning, budget, and academic management. The successful candidate will exhibit excellent visionary skills to champion new opportunities and leadership skills to inspire others. Strong organizational and problem-solving skills, exceptional interpersonal skills, and excellent written and oral communication skills are also important attributes Eligibility to be registered as a nurse in the Province of Alberta is required for those teaching the nursing curriculum. The successful applicant will receive a competitive salary commensurate with their experience, supplemented with an excellent benefits plan, including relocation assistance

To apply for this position, send your curriculum vitae and the names of three referees to Ms Elizabeth Hurley or Ms Pam Sprague, Davies Park, 904 Oxford Tower, 10235 - 101 Street, Edmonton, Alberta, Canada, T5J 3G1, Fax (780) 426-2936, E-mail: careers@daviespark.com Visit the Davies Park website at www.daviespark.com for a copy of the Position Profile

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

Davies Park
Executive Search Consultants to Management
Edmonton ▲ Calgary

CANADA WIDE AND INTERNATIONALLY
EXECUTIVE SEARCH LLIANCE

A Few Thoughts about Sessionals

By PATRICK GRASSICK

THERE'S a lot of mythology out there about sessionals. People think that there aren't really that many sessionals, when actually, on our campus, they exist in their hundreds. Just about 25 per cent of the faculty association, more than 450 of our colleagues, holds sessional appointments. In some faculties almost half of the courses are taught by sessionals. In many departments the undergraduate curriculum would fall apart if it weren't for the core of sessionals who staff these programs. And the number of sessionals has been growing, even though the administration and the faculty association agreed several years ago to a limited set of conditions in which sessionals could properly be employed (the so-called "a–j rules" in Article 23 of the collective agreement).

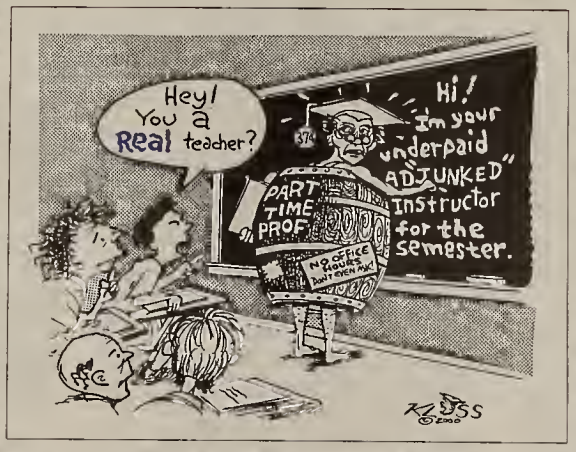
People think that sessionals are unqualified, when actually if you examine the credentials of sessionals (as we have done from time to time in reviewing their plight) it turns out that most sessionals are perfectly well qualified for tenure track positions. If this is so, goes the next element in the mythology, then why aren't they actually employed somewhere in tenure track positions? The reason is pretty clear to anyone who cares to look: for the past decade or so, in most disciplines there have been very few tenure track positions available as governments everywhere have starved universities for funds. Everybody is hiring sessionals. For sure, in sexy fields where there is a hot seller's market, highly paid tenure track positions continue to be offered, and a small number of candidates can demand the sky from any number of universities who would be glad to pay whatever price is asked. But most disciplines have been starved for funds, and what hiring there has been has been largely short-term and soft money.

So, when you actually look at sessionals' credentials (as opposed to merely consulting your prejudices), it turns out that most sessionals are actually well qualified for tenure track positions. Many have the terminal degree required for tenure track academic jobs, and most have respectable research track records. Sessionals know full well that if they ever hope to secure tenure track positions they will have to produce a C.V. with a healthy list of publications. And they manage to produce such a list in conditions that are quite unsupportive of the research enterprise – insubstantial professional expense reimbursement, no access to research funds or labs, no entitlement to sabbaticals and so on.

And then if you look at teaching performance, the myth of the unqualified sessional becomes patently absurd. It's possible, of course, to suggest that a sessional who has been hired to teach one class might not be up to the task. It might even be possible to assert that a sessional who had been rehired to teach the same class again might not actually be qualified to do the work. But if a sessional has been employed to teach the same or similar classes over and over again for a period of years, they are clearly capable of doing the job.

Another element in the mythology is that sessionals only stay that way for a little while, and they soon move on to regular academic employment. Actually, many sessionals live out their entire academic lives as sessionals, moving from place to place and position to position in a grim attempt to eke out an academic career. When we first started collecting information to prepare for Article 23 negotiations years ago, we found that patterns of sessional employment were all over the map. Sure, some sessionals were only around for a term or two before they went elsewhere. Some departments actually had rules limiting the number of years a particular person could be employed as a sessional (these were completely illegal rules that existed entirely outside of authorized university policies). In these departments, sessionals would be employed for a specific number of years and then they were turfed out so someone else could be rotated into what was essentially a permanent position occupied serially by casual employees. And then we found many sessionals who had been employed year in and year out on a course-by-course basis in the same departments for periods of up to 20 years!

What's wrong with this? Well, besides the obvious fact this kind of employment means our academic colleagues who are forced to accept these positions are paid a pittance and have absolutely no security of employment, it means a substantial number of academic staff at this university have absolutely no real academic freedom. They can be tossed out of their employment at the end of any term for any reason whatever – or for no reason – just on the whim of the head. Maybe the head hears a student complaint about you – you can be gone without an opportunity for the complaint to be examined. Maybe the head finds you annoying. Maybe the head wants to help out a new graduate. Maybe the head wants to hire their latest sweetheart. So sad, too bad. It doesn't matter how well and how long you have served the department, if the department head takes a dislike to the cut of your jib, then you can be tossed out of your job without any recourse whatever. So, can you teach according to your best lights? Well, no, because you have to be constantly concerned about when a dissatisfied student (and there always is a dissatisfied student!) will cost you your job. Can you give students the grades they deserve? Sure, but only if you're confident that a determined grade appeal won't undermine your credibility with the department head. Can you deal with controversial ideas in the classroom or in the scholarly work you manage to produce? Well yes you can, but only at your peril because, again, student reaction to what you say can jeopardize your job, and you always have to worry about running afoul of the department head's academic prejudices. So that's what wrong with having lots of sessionals: it's exploitative and abusive of the sessionals themselves, and it threatens the academic integrity of the enterprise.


Hey! You a Real teacher?
Hi! I'm your underpaid "ADJUNKED" Instructor for the semester.
PART TIME PROF
NO OFFICE hours (not even MK)

— CARTOON: JANN ALDSS 'CAUT IN THE ALDSSPIRE' —

How to improve the lot of sessionals? First, the salaries and working conditions of sessionals have to be improved. Second, there have to be real and enforced limitations on the number of circumstances in which sessionals, instead of tenured faculty, can be employed. And finally, sessionals who have demonstrated they can do the work of academics (by virtue of their actually having done it) should be given tenured, or at least tenure track, appointments.

And here is where we run into the most vicious piece of mythology that keeps sessionals firmly locked into the academic lumpenproletariat. This is the myth that we have to guarantee the quality of the academic staff by conducting national/international searches and competitions. In the first place, it's the rankest hypocrisy to assert this myth in tones of righteous piety, and then turn around and staff the place with sessionals who are hired in the most casual way possible. Clearly, the quality argument is only trotted out when it is convenient.

And secondly, it is simply and demonstrably false that competitive search processes are a guarantee that the "best person" will be hired – or even, that a "good" candidate will be hired.

In my business in counselling and student development, one of the things we do is help students find good work, either to support themselves through school or to launch their careers after graduation. In order to help these students focus on the reality of the situation, we often ask them a series of questions. We ask: "Do you think that in a job competition the best person is always hired?" And they answer, of course, "no." Everybody actually knows that sometimes people who are hired turn out to be terrible at the job. So how does it happen? Well, if you think about it for just a minute, it is abundantly clear that the person who is going to get hired is going to be – not necessarily the best person for the job, or even the best qualified for the job – but the person who makes the best impression on the people doing the hiring.

We have all been on hiring committees and we have all seen that sometimes after the most rigorous processes imaginable the person who is hired turns out to be absolutely a disaster. It's even the case that people who have been hired as university presidents using these processes can turn out to be duds! This is why we make academics go through the long process of demonstrating that they are worthy of receiving tenure, so they can actually demonstrate that they can live up to the promise they demonstrate at the time of hiring.

And it's obviously false that competitive hiring guarantees that the "best" people get hired, because we do not have the necessary conditions in the academic labour market to make it so. If every qualified applicant applied for every job, and every employer could secure the services of each applicant judged to be uniquely best qualified for each position, then we might be able to assert the competitive hiring process actually was capable of ensuring the best people were hired. But we are very far from these conditions, have been for decades and will continue to be miles from meeting them for the foreseeable future.

In recent years, when there actually have been tenure track positions on offer, the truth has been that in most disciplines there has been a very strong seller's market – that is to say, the market favours applicants rather than employers. In "hot" fields in management, hi-tech, and philosophy, universities get into fierce bidding wars for potential employees. Given our competitive position (even with market supplements) we have ended up hiring, not always the best qualified person, but the person fourth or fifth down the list. In some cases, departments have decided to suspend competitions because they can't find a suitably qualified candidate out there in the market.

Sometimes this is because they simply aren't looking at the people who are actually doing the job on the ground in the department (clearly, if somebody is working as a sessional, teaching X in the department, they can't actually be qualified to teach X or conduct research on X, or else they'd already have a tenured appointment).

So we continue to look for freshly minted PhDs with sexy dissertation topics, rather than give the nod to the shopworn people who are actually doing the work without recognition or respect.

Finally, we have to deal with the notion that it is somehow "unfair" to hypothetical potential applicants if we give tenure track positions to sessionals who are actually here.

It is a fundamental rule of employment law essentially everywhere that employees have a duty of loyalty to their employers and that employers owe a reciprocal duty to acknowledge loyal service. This works out in lots of ways. For instance, new employees can be let go without cause during or at the end of a probationary period, while "permanent" employees can be let go only for cause, and often only after a detailed process is gone through. Often, seniority is used to determine entitlement to benefits of various kinds. And this is the way it should be, if you really do want people to be loyal employees and you want them to stick around.

So as for being "unfair" to hypothetical potential applicants who have yet to come onto the market, much less to actually apply for a hypothetical position, I think we have a greater duty to be fair to those who have already demonstrated their commitment and loyalty. And if you don't accept that, then I suggest that really what you're up to is not protecting "quality" or being "fair" at all. What you're up to is maximizing the power you have as an employer to hire and fire at will, regardless of the demonstrated competence or commitment of your employees. What you're up to, in other words, is showing that you don't really care about academic freedom, except possibly your own.

And for cripes sake, let's do remember that while there may be obvious examples of people who are clearly qualified for tenured appointments, in most cases we will be talking about changing people's appointment status to tenure track. We are not talking about giving permanent jobs to unqualified people. They'll still have to actually demonstrate under the regular conditions that they are indeed worthy of tenure. But at least they'll have a fair chance and a real chance of doing so. ■

Patrick Grassick is a recently retired academic staff member from the University of Calgary's counselling and student development centre.

This article first appeared in the February/March 2002 University of Calgary Faculty Association newsletter *Academic Views*. Reprinted with permission.

The views expressed are those of the author and not necessarily those of CAUT.